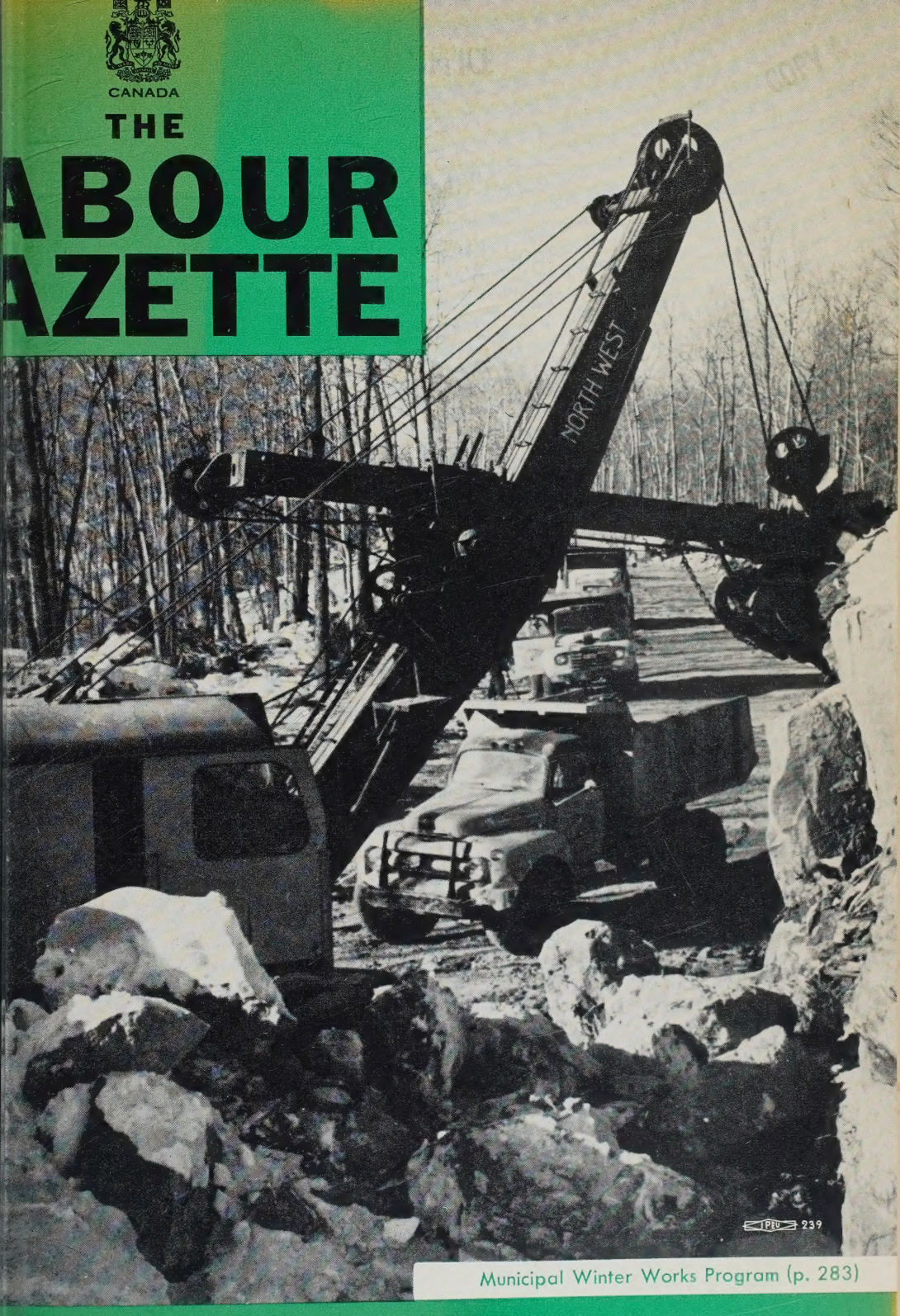
CANADA

THE LABOUR GAZETTE



Municipal Winter Works Program (p. 283)

Published Monthly by the
DEPARTMENT OF LABOUR
CANADA

Vol. LXII No. 3
MARCH 30, 1962

PUBLICATIONS OF THE DEPARTMENT OF LABOUR

Send remittance by cheque or post office money order, payable to the Receiver-General of Canada, to The Queen's Printer, % Superintendent of Government Publications, Ottawa. All subscriptions payable in advance.

Annual Report of the Department of Labour (Covers fiscal year ending March 31). (English or French). Price 25 cents. Catalogue No. L1-1961

REPRINTS FROM THE LABOUR GAZETTE

10 cents a copy except where otherwise indicated.
Orders of 20 or more, 5 cents; 100 or more, 4 cents.

Industrial and Geographic Distribution of Union Membership in Canada, 1961 (English or French) L31-762

Human Rights in Canada (English or French). Price 25 cents. L33-1058

Canadian Labour Papers on Microfilm Available in Department of Labour Library (English). L31-559

ECONOMICS AND RESEARCH BRANCH

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 35 cents. L2-261

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts showing strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. (English or French). Price 35 cents. L2-159

Wage Rates, Salaries and Hours of Labour. An annual report published in loose-leaf form and followed later by a paper-bound volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance and service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are indicated in tables of index numbers by industry. (English or French). L2-542

First year service including attractive binder with index tabs and paper bound volume, $7.50; service without indexed binder, $5.00; individual tables, 10 cents.

Group Hospitalization and Medical Insurance Plans in Canadian Manufacturing Industries (English or French). Price 25 cents. L36-558

Labour Management Research Series

1. *Provisions for Income Security in Canadian Manufacturing Industries.* Price 25 cents. L2-22/1
2. *Shiftwork and Shift Differentials in Canadian Manufacturing Industries.* Price 25 cents. L2-22/2
3. *Sickness and Accident Provisions in Canadian Industry.* Price 25 cents. L2-22/3

Professional Manpower Bulletins

1. *Trends in Professional Manpower Supplies and Requirements* (out of print) L2-2001
2. *Immigrants in Scientific and Technical Professions in Canada.* L2-2002
3. *Canadians Studying in the United States for Degrees in Science, Engineering, Agriculture, Architecture and Veterinary Medicine,* 1955-56. L2-2003
4. *Recent Changes in Engineering Manpower Requirements and Supplies in Canada.* L2-2004
5. *Employment Outlook for Professional Personnel in Scientific and Technical Fields, 1958-1960* (superseded by Bulletin No. 8) L2-2005
6. *The Early Post-Graduate Years in the Technical and Scientific Professions in Canada.* L2-2006
7. *Engineering and Scientific Manpower Resources in Canada: Their Earnings, Employment and Education, 1957.* L2-2007

(Continued on page three of cover)

THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Michael Starr, Minister — George V. Haythorne, Deputy Minister

Published Monthly in English and French

Editorial Staff

Editor
W. S. Drinkwater

Assistant Editor
R. M. Dyke

Editor, French Edition
Guy de Merlis

Circulation Manager
J. E. Abbey

Cover Photograph
National Film Board

Vol. LXII, No. 3 — CONTENTS — March 30, 1962

Program for Training Unemployed Workers 278
50 Years Ago This Month 279
Notes of Current Interest 280
Municipal Winter Works Incentive Program 283
Working Conditions in Manufacturing, 1961 286
Progress Toward Shorter Work Week 289
Distribution of Union Membership in Canada 1961 292
Apprenticeship Training Advisory Council 299
Labour-Management Committee Conference 304
Latest Labour Statistics 309
Employment and Unemployment, February 310
Collective Bargaining in February 314
Canadian Workers' College Established 320
Canadian Conference on Education 322
U.S. Advisory Committee Reaches Conclusions on Automation 324
Unlimited Skills Inc. 327
Conclusions of White House Conference on Aging 328
Working Women, Federal Republic of Germany 329
Teamwork in Industry 330
Industrial Relations:
- Certification Proceedings 331
- Conciliation Proceedings 333

Labour Law:
- Legal Decisions Affecting Labour 344
- Recent Regulations under Provincial Legislation 351

Unemployment Insurance:
- Monthly Report on Operation 354
- Decisions of the Umpire 355
- Monthly Report on NES Operations 359

Labour Conditions in Federal Government Contracts 360
Prices and the Cost of Living 365
Publications Recently Received in Department's Library 367
Labour Statistics 371

CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. SUBSCRIPTIONS—Canada: $3 per year, single copies 50 cents each; all other countries: $5 per year, single copies 50 cents each; Send remittance by cheque or post office money order, payable to the Receiver-General of Canada, to The Queen's Printer, % Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. SPECIAL GROUP SUBSCRIPTION OFFER—Five or more annual subscriptions, $1.50 per subscription (Canada only). Send remittance, payable to the Receiver-General of Canada, to the Circulation Manager. BOUND VOLUMES—$5 per copy delivered in Canada, $7 per copy to other countries. CHANGE OF ADDRESS—Please attach label showing previous address.

Authorized as Second Class Mail, Post Office Department, Ottawa.

54429-6—1

Program for Training Unemployed Workers

At March 31 last year, 5,763 unemployed workers were undergoing training under the federal-provincial training program for unemployed persons. In the period from then until the end of the year, a further 7,519 enrolled for training

From April 1, 1961 to the end of the year, 7,519 unemployed workers enrolled for training under the federal-provincial training program for unemployed persons. Figures used in arriving at this total are those reported to the Canadian Vocational Training Branch, Department of Labour, by participating provinces (see table below).

At March 31, the number in training was 5,763.

The accumulated enrolment during the year ended January 31, 1961 was 7,138, and that for the previous year, 3,621.

The program provides for technical and vocational training for unemployed persons registered with the National Employment Service. Costs of training and of the allowances paid to those undergoing training are shared by the federal and provincial governments.

In October the Minister of Labour wrote to all provinces suggesting a new schedule of higher maximum allowances (L.G., Nov. 1961, p. 1137). The decision on the amount of allowances to be paid is the prerogative of the provinces. The federal Government contributes 75 per cent of the allowances provided a minimum number of training days is reached in the province concerned; otherwise the federal share is 50 per cent.

In his letter, which set out the maximum allowances to which the federal contribution would apply, the Minister expressed the hope that higher allowances would encourage greater participation in the program.

The normal length of a full-time course is six months, although some courses may be shorter, as in the case of refresher courses or of certain types of training such as machine operation. Some occupations may require courses lasting as long as one year.

The type, length, and content of a course are usually determined by immediate or anticipated needs for different types of workers in the community where the training is to be given. In the courses currently being given, there is a considerable variety, although all provinces do not offer courses in all of the trades.

Most courses are meant to provide training in specific occupations in commercial, service, trade, technical and other fields. More general courses, designed as basic training for skill development, include mathematics, science, and communication skills.

Welding, stenography, typing and clerical skills are taught in all provinces. The next most frequent subjects are auto mechanics, carpentry and electrician's skills, which are offered in eight provinces. Seven provinces offer courses in diesel mechanics, plumbing and heating, radio and TV repair, and machine tool operation.

Courses in auto body work, bricklaying and plastering, architectural drafting, barbering, cooking and chef training, hairdressing, and courses in general vocational upgrading are available in six provinces, practical nursing in five.

Drafting, sewing, appliance repair, stationary engineering, heavy machine operating, small engine repair and oil burner repair are also among the subjects taught in at least two provinces.

An unemployed person does not lose his unemployment insurance benefits by refusing employment in favour of training or by turning down a job while in training. There are no fees charged for those accepted for training in courses established by the province.

All applicants must be registered with the National Employment Service office.

Unemployed Persons in Training, March 31, 1961 and Enrolled for Training, April 1, 1961 to December 31, 1961, by Province

Province	In Training Mar. 31, 1961	Enrolled from Apr. 1 to Dec. 31, 1961
Newfoundland	108	268
Prince Edward Island	33	18
Nova Scotia	178	351
New Brunswick	203	176
Quebec	2,960	996
Ontario	337	3,128
Manitoba	679	864
Saskatchewan	335	417
Alberta	367	410
British Columbia	563	891
Total	5,763	7,519

50 Years Ago This Month

One-cent wage increases common in early months of 1912 but prices also on rise
For refusing to sew with machines, 555 garment finishers in Toronto department store were discharged. Two hundred rail workers killed on job during 1910-11

Wage increases of the order of 1 cent an hour were common early in 1912. The LABOUR GAZETTE of March of that year reported that 50 machinists employed by the Pere Marquette Railway Company in St. Thomas had been given an increase of that amount.

In Brantford, Ont., iron moulders and 12 coremakers received an increase of 10 cents a day.

At the end of February, 60 labourers employed by the Hull Electric Railway Company went on strike for higher wages. On being granted an increase of 1 cent an hour, they went back to work the next day.

The Ottawa Electric Street Railway Company voluntarily increased the wages of 450 of its employees by 1 cent an hour.

Labourers employed by the city of Hamilton, however, got an increase of 2 cents an hour, which brought their pay to 22 cents an hour.

Policemen in three Ontario cities had their pay raised, in Guelph by $50 a year, and in Berlin the increases ranged from $100 to $200 a year. "Police salaries at Niagara Falls were increased as follows, chief from $1,140 to $1,200, sergeant from $960 to $1,000, four patrolmen from $840 to $864 and one patrolman from $720 to $840."

The pay of labourers in Victoria was raised to $3 from $2.75 a day. Rock drillers in the same city got an increase to $3.25 a day from $3. At St. Jean, labourers had their wages increased from $1.75 to $2 a day, and labourers in Toronto were given an increase that brought their wages from $2 to $2.25 a day.

Prices Also Rise

During 1912, however, prices were rising rapidly. The Department of Labour's index of wholesale prices stood at 134.3 in February, compared with 131.4 in the previous month and 126.3 in February 1911. The index was based on the average level of prices during the decade 1890-99, and covered some 250 selected articles.

Dispute over Using Machines

"On February 14, fifty-five men in the employ of the T. Eaton Company of Toronto were discharged for refusing to sew with machines the linings in women's coats," a LABOUR GAZETTE report said. "They claimed that this change in the method of finishing garments would deprive finishers of their work. On the following day 500 employees of the same company, 200 of whom were females, were discharged for refusing to work. No settlement was reported at the end of the month."

(According to reports in later issues of the LABOUR GAZETTE, this strike was never formally settled, but it became extinct by the gradual return to work of most of the strikers. The September 1912 issue stated that most of them had returned to work by August. The strike continued to be mentioned, however, until November, after which it ceased to be reported.)

Railway Work Injuries

With 141,224 persons employed in railway service at June 30, 1911, the number of employees killed in 1910-11 was 202, and the numbered injured, 1,314. This compared with 214 killed and 926 injured in the previous year, when employment totalled 123,768.

"The principal causes of accidents to employees were: falling from trains and cars, by which 26 were killed and 253 injured; coupling and uncoupling cars, which caused the death of 13 and injury to 191 persons; jumping on and off cars and engines, by which 15 were killed and 141 injured. In collisions 34 were killed and 119 injured."

Another item from the GAZETTE stated that "the railway property of Canada is now capitalized at $1,528,629,201 . . . This is nearly 4 per cent of the entire value of the railways of the world."

Immigration

Regarding Chinese immigration, the LABOUR GAZETTE reported, "The returns . . . show that 805 Chinese were exempted from taxation on arrival in Canada, and 4,515 paying the tax. The total revenue for the year from this source amounted to $2,262,056. In the previous year there were 688 Chinese exempted from the tax and 1,614 paid the tax on entry into Canada. Since 1886, 53,787 Chinese have entered Canada by paying the tax and 4,049 have entered exempt."

54429-6—1½

Employment Prospects Bright For Most University Graduates

Employment prospects are bright for the 15,500 students who are expected to graduate from Canadian universities and colleges this spring. More job opportunities than existed in 1961 are foreseen, and salaries are expected to be 3 to 5 per cent higher than last year, it is reported by the National Employment Service and by university placement officers.

The NES survey of supply and demand in 1962 for university graduates was prepared with the help of professional and other associations, and universities across Canada.

The NES predicts strong demand for lawyers, librarians, scientists, social workers, dentists, pharmacists and veterinarians. Supply and demand for forestry graduates, forest engineers, geologists and school teachers are in balance.

Starting salaries, the NES found, will range from about $300 a month for commerce graduates to $630 for a chemical engineer with a doctorate.

Chemical engineers will be in greatest demand, the university placement officers report. The demand for metallurgical engineers, honours graduates in chemistry and physics, and actuarial mathematicians will be nearly as great.

Graduates in all branches of engineering will be in demand, as will mature arts graduates to fill administrative positions in business and industry.

An estimated 500 graduates will be required this spring by the Civil Service Commission in Ottawa, with possibly an additional 200 during the year.

Opportunities for summer employment, however, will not be as plentiful as in some previous years. Automation and other technological changes have eliminated many of the temporary and semi-skilled jobs previously available to students for summer employment.

A larger number of graduates than in recent years are expected to undertake postgraduate work.

The 1962 graduating class is 12 per cent larger than last year's. Enrolment in the 1960-61 academic year numbered 114,000, an increase of 12 per cent over the previous year.

A good employment situation this year is foreseen by Hon. Michael Starr, Minister of Labour. "All the indices are excellent," he said in an address at a banquet last month honouring Bernard Shane, international vice-president of the International Ladies' Garment Workers' Union.

"A tremendous increase has been forecast in the general economy and this is already having a psychological effect on employment conditions," stated Mr. Starr.

N.S. Premier Sets Up Manpower Training Advisory Council

Premier Robert Stanfield of Nova Scotia announced in January the establishment of a Manpower Training Advisory Council for his province.

Mr. Stanfield, who is also Minister of Education, stated the nine-member Council would advise his department on vocational and technical training problems affecting high school students and adults. This education would be related to the needs of the economy as well as to the effective development of human resources.

The Committee was formed under terms of the Vocational and Technical Training Agreement signed last year by the province and the federal Government.

Chairman of the Council is W. Darrell Mills, Director of Vocational Education, Department of Education. The other members are:

—John H. Delaney, International Board Member, United Mine Workers of America.

—Donald R. Nicholson, Canadian Brotherhood of Railway, Transport and General Workers, representing the Nova Scotia Federation of Labour.

—S. R. Donaldson, Assistant General Manager, Enamel and Heating Products Ltd., representing the Nova Scotia branch of the Canadian Manufacturers' Association.

—A. B. Thompson, General Manager of the Halifax-Dartmouth Construction Association.

—R. E. Anderson, Deputy Minister of Labour.

—V. M. Knight, Deputy Minister of Trade and Industry.

—F. Waldo Walsh, Deputy Minister of Agriculture.

—G. A. Fraser, Moncton, representing the National Employment Service.

CNTU Presents Annual Brief To Government of Quebec

The Confederation of National Trade Unions presented its annual brief to the Quebec Government on February 20.

The brief called for the establishment of a provincial planning council in addition to short-term measures to control seasonal unemployment, the creation of several economic "poles" of development to supplement the economic activity of the Montreal region, and nationalization of hydro-electric power and other utility resources.

Further, the CNTU requested early action on a labour code and the establishment of labour courts, overhaul of the Labour Relations Board, amendments to the Labour Relations Act, the right of civil servants to belong to unions and enjoy union privileges, and an inquiry on the establishment of portable pension schemes.

The provincial planning council would fight unemployment by co-ordinating economic development, the CNTU said.

The Government was urged to study regional financing societies similar to those of France and Italy, with the object of creating "a few powerful poles of development to supplement the economic action of the Montreal area." That area had less unemployment than the rest of the province, CNTU President Jean Marchand explained, but could not keep on accommodating the influx of job seekers.

The Confederation expressed dissatisfaction with the rate of economic recovery in Quebec, stating that the unemployment situation was "much more serious than in the country as a whole and nearly twice as bad as Ontario's, and this ever since the end of the war."

Other Requests

The brief also requested the following:

—Amendments to the Labour Relations Act to eliminate delays in recognizing bargaining agents.

—Amendments to allow union organizers to reach more easily such workers as bush camp employees, and construction and other workers within private or mining concessions, or crown lands, and in company towns.

—Protection of the right of free negotiation for hospital employees.

—Participation by organized labour in the government committee studying public welfare.

—A government inquiry on the organization of a provincial health insurance scheme.

—An inquiry on automation; the brief emphasized that sufficient basic knowledge on the subject was still lacking although its effects were "readily visible."

Chamber of Commerce Suggests Tax Incentives to Spur Economy

In its annual pre-budget brief to the Ministers of Finance and National Revenue, the Executive Council of The Canadian Chamber of Commerce last month urged a stepped-up program of tax incentives to promote vigorous economic growth, and called on the Government to postpone further substantial measures of social security until the nation can afford them.

The Government was commended for steps it took in the last two budgets to stimulate investment by an acceleration of capital cost allowances and to encourage research expenditures.

Referring to the need for a re-examination of the over-all tax structure, the brief said "serious attention must be given to the effect of taxation on incentive and especially of the high rates of personal and corporate income tax . . ."

With respect to deficit financing, the brief said that "a deficit that arises from, or is induced by, a reduction in taxation would be much preferable to one that results from increased expenditures. This would be particularly so if the expenditures arose from new permanent programs with which the budget would be saddled for years ahead.

"A tax reduction would give a welcome stimulus to consumer spending and business initiative and would return a substantial revenue to the Government from increased activity. On the other hand, a new permanent expenditure would mean that an already high level of taxation would be perpetuated in order to finance that expenditure."

With respect to further welfare programs, the brief said in part: ". . . there should be no dispute about the proposition that new measures should await until the nation can afford them; government deficits must not be accepted as a permanent way of life."

Among other things, the brief said there should be continued efforts toward training the unemployed for industrial pursuits; in this increasingly technical society the ability of many male workers to find a job is almost in direct relation to the extent of their training.

The Government was asked to consider allowing as deductions under the Income Tax Act expenses incurred in the care and training of handicapped dependants.

1961 Edition Now Available of Workmen's Compensation Bulletin

The 1961 edition of an annual bulletin outlining the main provisions of provincial workmen's laws in Canada was released last month.

The publication, *Workmen's Compensation in Canada,* analyses and discusses in some detail the 10 provincial systems of workmen's compensation and describes the amendments made to the Acts in 1961.

In addition to the changes made in 1961, the bulletin deals in particular with the scope of the laws and their administration, risks covered, industrial diseases, the "waiting period," medical aid, rehabilitation, and accident prevention. The scale of benefits and the occupational diseases for which compensation is payable under the law in each province are set out in tables.

The bulletin includes also a brief review of the two federal laws in this field, the Government Employees Compensation Act and the Merchant Seamen Act, and a summary of the provisions of the Conventions and Recommendations of the International Labour Conference on workmen's compensation.

The bulletin is available from the Queen's Printer, Ottawa, at 25 cents a copy.

Primary Textile Industry; Wages and Hours 1960, just published, is the 18th report in an annual series covering 270 firms in the textile industry.

The information included in the report covers wage rates and hours of labour for more than 40,000 employees in a wide variety of textile industry occupations.

Copies of the report are available from The Queen's Printer, c/o Superintendent of Government Publications, Ottawa.

British Industrial Wages Rise, Weekly Hours Reduced in 1961

Average weekly wage rates of manual workers in the principal industries and services in Britain increased by 3.4 per cent during 1961, and average regular weekly hours were reduced by 1.8 per cent. This meant an increase of 5.2 per cent in average hourly wage rates.

Taking manufacturing industries only, weekly rates rose by 1.9 per cent, hours were reduced by 1.3 per cent, and hourly rates increased by 3.2 per cent, it is reported in the *Ministry of Labour Gazette* for January.

As a result of the changes in wages and hours of work, about 7,750,000 workers received an aggregate increase of £4,000,000 a week, and about 5,750,000 employees had their normal weekly hours of work reduced by an average of nearly two hours. Of these numbers, however, a little more than 4,250,000 were affected by both wage increases and reductions in hours. Consequently, the total number of manual workers affected by the changes was about 9,250,000.

In Parliament Last Month

(page numbers refer to Hansard)

In February the House of Commons gave third reading to bills increasing from $55 to $65 a month the pension or allowances under the Old Age Security Act (p. 636); the Old Age Assistance Act (p. 726); the Blind Persons Act (p. 730); and the Disabled Persons Act (p. 764).

On February 1 the House talked out a private member's bill to amend the Industrial Relations and Disputes Investigation Act to extend from two months to three months the period before the expiry of a collective agreement during which negotiations may be opened, to reduce from 20 days to 10 days the period after notice by either party during which negotiations must begin, and to eliminate the conciliation board step (p. 451).

During the month the Minister of Labour announced that, "in view of the severe cold weather and heavy snowfalls" that have delayed many winter works projects, the Government had decided to extend the Municipal Winter Works Incentive Program from April 30 to May 31 (p. 1252). He also announced the amendment, effective February 1, of the unemployment insurance regulations increasing allowable earnings of dependents from $14 to $20 a week (p. 1128).

The Minister of Finance made a statement on the international agreement for regulation of trade in cotton textiles. The Government has made it clear that, although it accepts the principle of orderly growth in imports of low cost textiles, it will not accept "automatic increases in every item every year" (p. 927).

A motion to adjourn the House to discuss "a definite matter of urgent public importance, namely the alarming increase in unemployment and the decrease in total employment" between December and January, proposed by Hon. Paul Martin, was denied by the Speaker (p. 801).

On February 2, after three days of debate, the House approved supplementary estimates covering the "Do It Now" campaign and additional payments under the Municipal Winter Works Incentive Program (p. 481).

Municipal Winter Works Incentive Program

Projects approved for federal contribution to payroll costs in first 19 weeks of this winter's program provide employment for almost as many men and almost as many man-days of work as during entire 7½ months of last winter's program

Employment for an estimated 117,034 men had been provided under this winter's Municipal Winter Works Incentive Program up to February 23. The estimated number of man-days of work provided was 4,941,518.

Thus, at the end of 19 weeks, the number of men given employment, and the number of man-days of work provided, this year almost equal the numbers during the whole of last winter's program. The number of municipalities participating was, by February 23, already greater than last year's total for the entire period.

The number of men given employment so far this year is more than double, and the number of man-days almost triple the numbers during the 1959-60 program.

For the 1960-61 season the estimated number of men employed was 121,291 and the estimated man-days were 5,163,828. For the 1959-60 season the figures were 51,610 and 1,952,833 respectively, and for the 1958-59 season, 41,539 and 1,695,733.

The accompanying charts illustrate the growth of the program during the three seasons that have been completed since its inception in the autumn of 1958, that is, 1958-59, 1959-60 and 1960-61.

The Municipal Winter Works Incentive Program was inaugurated in 1958. In the winter of 1958-59, it lasted six months, from the beginning of December until the end of May. The next winter, too, it lasted six months.

For the winter of 1960-61, the opening date was advanced and the type of project that could qualify for the federal incentive broadened. That winter the program covered a period of 7½ months, from October 15 to the end of May.

This winter's program began on October 15 and was scheduled to end on April 30 but has been extended to May 31. The type of project eligible was again broadened to include almost all municipal projects that would not have been carried out in the absence of the program.

The number of municipalities participating, the number of projects approved, the direct payroll costs of the approved projects and the federal share of direct payroll costs have all risen in each of the program's first three years. This trend is continuing during this, the fourth year.

During the 1961-62 season so far, 2,423 municipalities are participating in the program, compared with 2,163 in 1960-61, and 869 and 647 in the two previous seasons (see table).

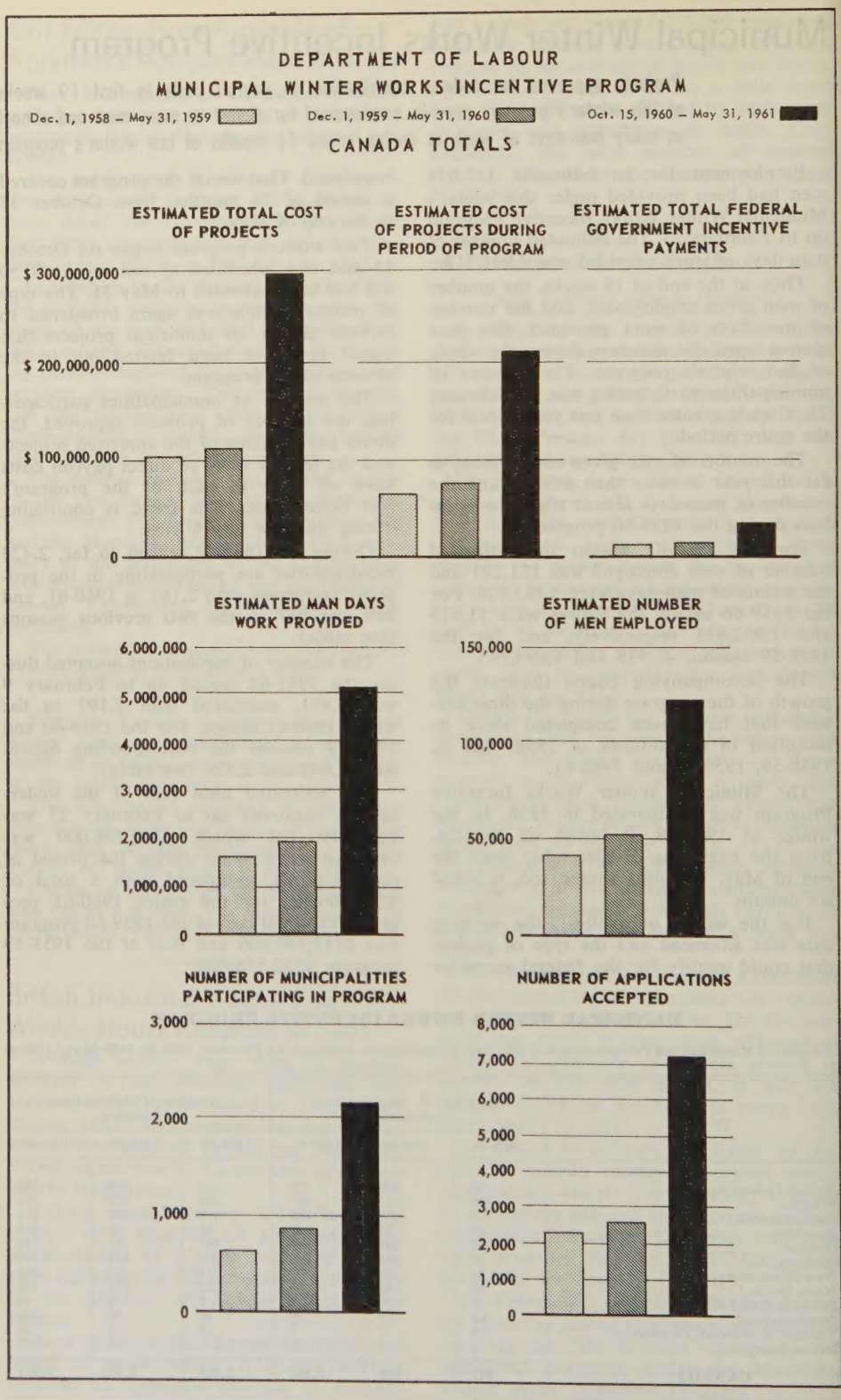
The number of applications accepted during the 1961-62 season up to February 9 was 6,471, compared with 7,197 in the whole 1960-61 season. For the 1959-60 and 1958-59 seasons the corresponding figures were 2,602 and 2,328 (see table).

The estimated total cost of the undertakings approved up to February 23 was $268,819 (of which $209,296,000 was expected to be spent during the period of the program), compared with a total of $296,266,000 for the entire 1960-61 program. The total cost of the 1959-60 program was $113,367,000 and that of the 1958-59 program $102,558,000.

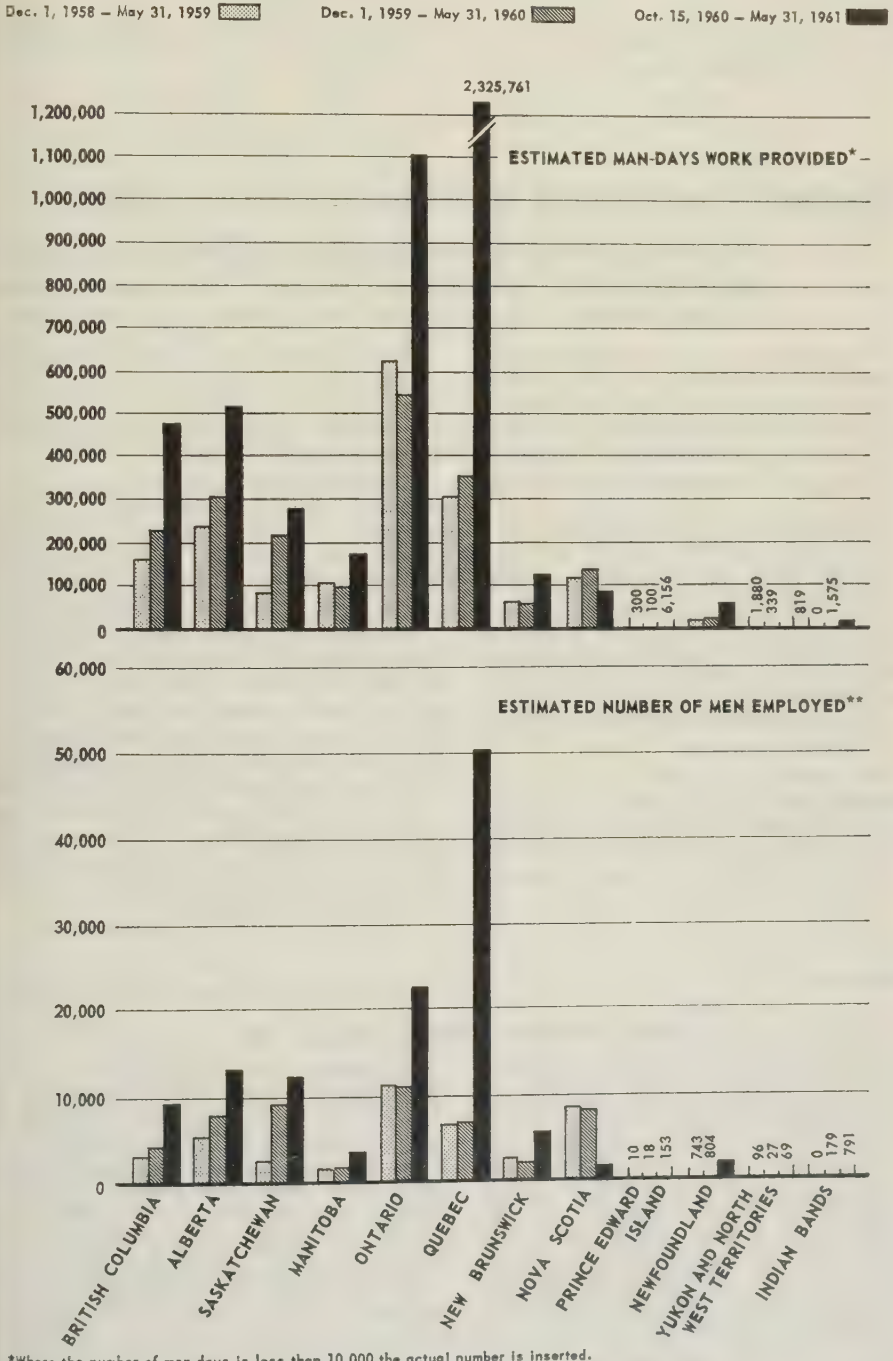
MUNICIPAL WINTER WORKS INCENTIVE PROGRAM

Number of Municipalities Participating and Number of Applications Accepted, by Province, 1958-59, 1959-60 and 1960-61

Province	Number of Municipalities Participating			Number of Applications Accepted		
	1958-59	1959-60	1960-61	1958-59	1959-60	1960-61
British Columbia	88	102	131	319	406	768
Alberta	100	127	221	282	373	819
Saskatchewan	71	201	409	148	392	972
Manitoba	32	32	62	91	91	304
Ontario	195	204	364	697	761	1,726
Quebec	67	104	766	289	336	2,084
New Brunswick	24	25	67	214	70	204
Nova Scotia	42	43	41	232	113	105
Prince Edward Island	2	1	8	2	1	14
Newfoundland	22	20	40	46	48	136
Yukon—Northwest Territories	4	2	7	8	3	10
Indian Bands	.....	8	47	.....	8	55
CANADA	**647**	**869**	**2,163**	**2,328**	**2,602**	**7,197**


DEPARTMENT OF LABOUR
MUNICIPAL WINTER WORKS INCENTIVE PROGRAM
Dec. 1, 1958 – May 31, 1959
Dec. 1, 1959 – May 31, 1960
Oct. 15, 1960 – May 31, 1961
CANADA TOTALS
ESTIMATED TOTAL COST OF PROJECTS
ESTIMATED COST OF PROJECTS DURING PERIOD OF PROGRAM
ESTIMATED TOTAL FEDERAL GOVERNMENT INCENTIVE PAYMENTS
$ 300,000,000
$ 200,000,000
$ 100,000,000
0
ESTIMATED MAN DAYS WORK PROVIDED
6,000,000
5,000,000
4,000,000
3,000,000
2,000,000
1,000,000
0
ESTIMATED NUMBER OF MEN EMPLOYED
150,000
100,000
50,000
0
NUMBER OF MUNICIPALITIES PARTICIPATING IN PROGRAM
3,000
2,000
1,000
0
NUMBER OF APPLICATIONS ACCEPTED
8,000
7,000
6,000
5,000
4,000
3,000
2,000
1,000
0

DEPARTMENT OF LABOUR
MUNICIPAL WINTER WORKS INCENTIVE PROGRAM



*Where the number of man-days is less than 10,000 the actual number is inserted.
**Where the number of men is less than 1,000 the actual number is inserted.

Direct payroll costs of the projects approved up to February 23 were estimated at $85,262,000, of which costs during the program period will be $69,476,000. The federal share of this is estimated to be $34,471,000.

Comparable figures for the first three years of the program were:

1958-59—total payroll costs, $33,202,000; during program period, $21,866,000; federal share, $10,828,000.

1959-60—total payroll costs, $36,583,000; during program period, $25,648,000; federal share, $12,722,000.

1960-61—total costs, $94,166,000; during program period, $72,851,000; federal share, $36,008,000.

Working Conditions in Manufacturing, 1961

Proportion of plant workers in Canadian manufacturing industry with a standard work week of 40 hours or less rose to 72 per cent in 1961; proportion on five-day week unchanged at 90 per cent but of office workers it rose to 96 per cent

The proportion of plant workers in the Canadian manufacturing industry working 40 hours a week or less, which had remained constant at 70 per cent during the three years 1958 to 1960, increased to 72 per cent in 1961; the proportion was 58 per cent in 1955.

The proportion of plant employees on a five-day week in 1961 was 90 per cent, unchanged from the 1960 figure; in 1955 this proportion was 84 per cent.

In the 1955-1961 period, the proportion of office workers in manufacturing with a scheduled work week of 37½ hours or less rose from 60 to 70 per cent. The proportion of office workers on a five-day week rose from 89 to 96 per cent.

The proportion of plant workers with a scheduled work week of over 40 but under 44 hours dropped from 10 per cent in 1960 to 8 per cent in 1961. This figure was 11 per cent in 1956 and 1957, and 9 per cent for both 1958 and 1959.

This information is contained in *Working Conditions in Canadian Industry, 1961* (see box), which provides similar information for other industries in addition to manufacturing.

Workers in the 8,441 manufacturing establishments covered in the 1961 survey of working conditions conducted by the Economics and Research Branch numbered 1,020,838, of which 778,475 were plant workers and 242,360 were office employees.

Summaries of selected working conditions in manufacturing in the years 1956 to 1961, for plant and office workers respectively, are given in the accompanying Tables 1 and 2. The percentages given in these tables are the proportions that employees of establishments reporting specific items bear to the total of employees in all manufacturing establishments which replied to the survey questionnaire. They are not necessarily the proportions of employees actually covered by the various provisions.

Working Conditions in Canadian Industry, 1961

Working Conditions in Canadian Industry, 1961, a 175-page report just issued by the Economics and Research Branch of the Department of Labour, contains information on such working conditions as the standard work week, vacations with pay, paid statutory holidays, overtime provisions, bereavement leave, jury duty leave and the extent of collective agreements. The industries covered are: manufacturing, mining, land and air transportation, storage, public utilities, communications, municipal public works, hotels, restaurants, laundries and dry cleaning, retail and wholesale trade, and finance and insurance.

The report draws together in tabular form the information obtained from the Annual Survey of Working Conditions, conducted by the Working Conditions and Social Analysis Section of the Branch on May 1, 1961. The statistical tables summarize the information received from nearly 18,000 employing establishments. Of the 1,959,000 workers employed by these establishments, 573,000 were classified as office workers and 1,386,000 as plant or non-office workers.

The report will soon be available from the Queen's Printer, Ottawa, at 25 cents a copy.

Plant Workers

In 1961 a work week of 40 hours or less was the standard for 72 per cent of plant workers; five years earlier, in 1956, only 62 per cent had a scheduled work week of 40 hours or less. A five-day week was the standard for 90 per cent of plant workers, compared with 86 per cent in 1956.

In the six years covered by Table 1 there have been marked increases in the percentages of workers who received paid vacations of three weeks. In 1961, as in the year before, 72 per cent of plant workers were employed by establishments which provided paid vacations of three weeks; in 1956 only 63 per cent of plant workers were in this position.

During the same period the length of service required before the granting of a paid vacation of three weeks was shortened in many cases. In 1961, paid vacations of three weeks were given to 67 per cent of plant workers after service of 15 years or less; the corresponding percentage in 1956 was 52. Last year 26 per cent of plant workers got vacations of three weeks after 10 years or less whereas in 1956 only 4 per cent could qualify for three-week vacations with that length of service.

Paid vacations of four weeks, usually after service of 25 years, were provided for in establishments employing 33 per cent of the plant workers covered by the 1961 survey; in 1956 the corresponding percentage was 10 and in 1951 it was only 2 per cent.

TABLE 1—SUMMARY OF SELECTED WORKING CONDITIONS OF PLANT EMPLOYEES IN CANADIAN MANUFACTURING

	Percentage of Plant Employees					
	1961	1960	1959	1958	1957	1956
	%	%	%	%	%	%
Standard Weekly Hours						
40 and under	72	70	70	70	66	62
Over 40 and under 44	8	10	9	9	11	11
44	4	4	5	4	5	6
45	8	8	8	8	9	9
Over 45 and under 48	1	1	1	2	2	2
48	4	4	4	4	4	6
Over 48	3	3	3	3	3	4
Employees on a 5-day week	90	90	89	88	88	86
Vacations with Pay						
Two weeks	88[1]	86[1]	94	95	95	92
After: 1 year or less	23	20	23	23	18	15
2 years	13	14	14	14	13	11
3 years	26	26	28	28	30	28
5 years	23	24	26	28	31	34
Other periods	3	2	3	2	3	4
Three weeks	72	72	71	73	68	63
After: Less than 10 years	7	6	5	4	1	1
10 years	19	11	8	8	5	3
11–14 years	6	4	4	4	2	1
15 years	35	45	47	50	51	47
20 years	2	2	3	4	5	6
Other periods	3	4	4	3	4	5
Four weeks	33	31	26	16	12	10
After: 25 years	27	25	22	12	10	7
Other periods	6	6	4	4	2	3
Vacations which do not vary with length of service	11[1]	12[1]	[1]	[1]	[1]	[1]
One week	5	5	—	—	—	—
Two weeks	6	7	—	—	—	—
Paid Statutory Holidays	96	96	95	97	97	94
1 to 5	9	10	10	10	11	12
6	6	5	7	6	7	8
7	8	8	9	11	11	12
8	53	53	52	52	54	52
9	16	15	14	15	11	8
More than 9	3	3	3	3	3	2
Number not stated	1	2	—	—	—	—

[1] In the questionnaires used in the surveys for 1959 and previous years no distinction was made between vacation policies which provided for increasing vacation periods as service increased and vacation policies which provided for vacations of one stated period, regardless of length of service. In 1960 and 1961, this variation of policy was provided for in the survey questionnaire. In comparing the statistics on vacations for 1960 and 1961 with those of previous years the percentages of employees shown as being granted vacations under either of these two policy types must be added together.

54429-6—2½

Office Employees

The proportion of office employees in manufacturing firms eligible for a four-week paid vacation after 25 years service rose from 13 per cent in 1956 to 41 per cent in 1961.

In 1951, eight or more statutory holidays were granted to 76 per cent of office workers in manufacturing. By 1956 this proportion had risen to 85 per cent and has shown only minor changes since; in both 1960 and 1961 it was 87 per cent.

In the six years, 1955 to 1961, covered by Table 2, a standard work week of 37½ hours has been that most frequently scheduled for office workers in manufacturing; 41 per cent of those covered by the 1956 survey were in this category and another 22 per cent had a standard work week of less than 37½ hours. In 1961, the comparable percentages were 43 and 27 respectively.

The proportion of office employees with a work week of over 37½ hours but under 40 hours remained constant during 1961 at 8 per cent; the proportion working a 40-hour week also remained constant at 18 per cent. The proportion of those working over 40 hours remained unchanged at 4 per cent.

TABLE 2—SUMMARY OF SELECTED WORKING CONDITIONS OF OFFICE EMPLOYEES IN CANADIAN MANUFACTURING

	Percentage of Office Employees					
	1961	1960	1959	1958	1957	1956
	%	%	%	%	%	%
Standard Weekly Hours						
Under 37½	27	27	27	26	23	22
37½	43	43	42	41	41	41
Over 37½ and under 40	8	8	9	10	9	10
40	18	18	18	19	22	21
Over 40	4	4	4	4	5	6
Employees on a 5-day week	96	95	95	93	92	91
Vacations with Pay						
Two weeks	91[1]	90[1]	98	99	99	99
After: 1 year or less	82	79	89	89	91	90
2 years	7	7	6	6	5	5
3 years	1	1	2	1	1	1
5 years	1	2	1	2	1	2
Other periods	—	1	—	1	1	1
Three weeks	83	83	82	82	76	72
After: Less than 10 years	7	7	6	5	3	2
10 years	28	22	17	16	12	8
11-14 years	7	4	6	4	2	1
15 years	38	46	49	52	52	51
20 years	2	2	2	3	4	6
Other periods	1	2	2	2	3	4
Four weeks	41	37	32	20	16	13
After: 25 years	31	28	25	14	12	9
Other periods	10	9	7	6	4	4
Vacations which do not increase with length of service	7[1]	10[1]	[1]	[1]	[1]	[1]
One week	1	1	—	—	—	—
Two weeks	6	9	—	—	—	—
Paid Statutory Holidays	99	99	99	98	100	99
1 to 6	5	4	5	4	4	4
7	6	7	8	9	10	10
8	58	60	58	58	61	61
9	23	22	23	22	20	17
More than 9	6	5	5	5	5	7
Number not stated	1	1	—	—	—	—

[1] See Table 1, footnote [1].

Progress toward Shorter Work Week

New York union wins basic 25-hour work week but other union attempts to gain reduction below 40-hour schedule now standard in Canada and United States have met with only limited success. Steelworkers will seek cut in hours this year

In organized labour's continuing efforts to obtain a shorter work week, the latest advance was the basic 25-hour work week gained by Local 3 of the International Brotherhood of Electrical Workers, New York. Nine thousand members of the local conducted a week-long strike before the employers agreed to the reduction in hours.

A concurrent attempt by New York subway employees, members of the Transport Workers Union, to reduce their hours from 40 to 32 a week was not successful.

Later this year, shorter work periods will be sought by the United Steelworkers of America in negotiations with the United States steel industry, the union's wage policy committee decided last month.

One of the most recent Canadian developments in the campaign for a shortened work week was a demand in January by the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America. The union and a CLC local representing employees of John Labatt Ltd. at London, Ont., demanded, along with other contract improvements, a guaranteed four-day, 32-hour week with no reduction in take-home pay. The unions based their demand on the maintenance of employment in the face of advancing automation in the industry.

In 1961 negotiations in Canada, union attempts to win shorter work weeks were non-productive. Unions that had begun by demanding reductions in hours dropped this demand in final bargaining in favour of other benefits.

An examination of collective agreements reached during the past few years shows that attempts to reduce the work week below 40 hours, now standard in Canada and the United States, have been successful in only a few industries and in isolated sections of other industries.

(The annual survey of working conditions conducted by the Economics and Research Branch of the Department of Labour found that on May 1, 1961, 72 per cent of plant workers in Canadian manufacturing had a standard work week of 40 hours or less (see page 286). A recent AFL-CIO survey found that only about 15 per cent of workers covered by collective agreements had regular work schedules of less than 40 hours.)

New York Electrical Workers

The contract just signed by the New York local of the IBEW, which takes effect July 1 and extends to June 30, 1964, provides for a regular five-hour day and five-day week at an hourly wage rate of $4.96. An additional, or sixth hour, each day will be paid for at time and a half, or $7.44. Overtime hours are limited to 15 a week.

The contract it replaces provided for a regular six-hour day and five-day week—the local had had a 30-hour week schedule for almost 30 years—at an hourly rate of $4.40. The electricians worked an extra hour every day at time and a half, or $6.60; they were permitted to work up to 15 hours overtime a week.

Under the new contract, an electrician who works 30 hours a week (25 regular and five overtime) will receive $161.20. Under the old contract the weekly pay (for 30 hours regular and five hours overtime) was $165, more than the weekly wages under the new contract. Only if they work more than one hour overtime each day will their new rates provide higher weekly wages than the old ones did.

Under the previous contract the seventh, overtime hour was mandatory, and the electricians regarded the $165 a week as regular income. In the new contract, the extra overtime hour each day is not mandatory, but, because of the shortage of electricians in New York City, the local's members are expected to work at least one overtime hour a day.

As part of the new agreement, the union made two concessions: (1) the new settlement does not make the additional hour of overtime each day compulsory, and (2) the union has agreed to double the number of apprentices to be trained. The additional 1,000 men, however, will complete only four years of training instead of continuing with the fifth and final year of apprenticeship, and thus trainees will not achieve journeyman status. They are expected to form a pool of less expensive labour to counteract the increased costs of a shorter work week in the industry.

The man who conducted the successful negotiations was Harry Van Arsdale, manager of Local 3, who is also President of the million-member New York Central Labour Council.

The Shorter Work Week in Britain

In Britain, the movement for a reduced normal work week, which had become firmly established in 1960, virtually completed its course during 1961. The average reduction in normal weekly hours of work for the workers affected was nearly two hours, it is reported in the British *Ministry of Labour Gazette*.

When account is taken of other settlements and proposals of Wages Councils to reduce the normal work week at dates in 1962, it means that during the past two and one-half years nearly all the manual workers covered by collective agreements and wages regulation orders in Britain will have obtained a shorter normal work week. Usually this will have been accomplished without loss of pay, and in general, normal weekly hours will then range from 42 to 44 a week.

For day workers in the general printing industry, hours were reduced to 41 in September 1961 and will become 40 in September 1962. At the end of October 1961, a 40-hour week was introduced by the Ford Motor Co. Ltd.

The strike by the 9,000 master construction electricians, which could have paralyzed the city's building industry, began January 11. Settlement was reached on January 18 and the industry was back to normal the next day.

United Steelworkers Demands

In the steel industry, the United Steelworkers of America will make a concerted effort during coming negotiations for a shorter work week. David J. McDonald, Steelworkers President, has announced that a shorter work week will be one of his union's most important demands.

At the beginning of February the union's wage policy committee unanimously decided to make these demands in forthcoming negotiations for a new steel industry contract: shorter work periods, greater job security, higher wages and improved benefits.

The union regards the shorter work week, with the same take-home pay, as the simplest method to combat the effects of unemployment and of automation.

The steel union says that between 1955 and 1960 the work force in its industry was reduced by 10 per cent—from 660,000 to about 600,000—and that by contrast, 10 per cent more steel was produced during the same period. The steel industry declares, however, that the technological advances bringing this about actually create more jobs on the whole rather than reducing them. The union, however, points to the increasing long-term unemployment in the steel producing centres.

Recent Canadian Developments

In Canada the only industries in which there appears to have been an important general movement toward shorter work weeks during the past two years have been the ladies' garment industry and the printing industry. Some groups in other industries, however, have gained a shorter work week.

The following agreements covering 500 or more workers negotiated in Canada during 1960 and 1961 made provision for reductions in working hours to less than 40 a week:

—Agreements negotiated in August and September 1960 between dress manufacturers' guilds in Montreal and Toronto and the International Ladies' Garment Workers' Union reduced the work week from 40 hours to 39 hours, effective January 1, 1960 in Montreal and January 1, 1962 in Toronto, and to 37½ hours on January 1, 1963 in both cities. The number of employees affected was 12,000 in Montreal and 2,000 in Toronto.

—An agreement negotiated in January 1960 between 38 bindery room employers and the International Brotherhood of Bookbinders, affecting 1,200 employees in Toronto, shortened the work week from 38¾ hours to 37½ hours, effective June 1, 1960.

—Agreement negotiated in February 1960 between the Printing Trades Council and the Printing Pressmen in Toronto, affecting 875 employees, reduced the week from 38¾ to 37½ hours effective immediately.

—Agreement negotiated in October 1960 between the Ontario Hydro-Electric Power Commission and the National Union of Public Service Employees reduced the work week for salaried employees from 37½ to 35 hours, effective April 1, 1961.

—Agreement negotiated in December 1960 between the Associated Fur Industries and the Amalgamated Meat Cutters and Butcher Workmen, affecting 600 employees in Toronto, reduced the work week from 40 to 38½ hours in 1961, to 37 hours in 1962, and to 36 hours in 1963.

—Agreement negotiated in January 1961 between the Ladies' Cloak and Suit Manufacturers Association and the International Ladies' Garment Workers' Union in Winnipeg reduced the work week to 37½ hours, effective December 1960.

—Agreement negotiated in February 1961 between the Toronto Telegram and the American Newspaper Guild reduced the work week from 37½ to 36½ hours for the regular shift, and from 36½ to 35 hours for the night shift, effective January 1, 1962.

—Agreement negotiated in May 1961 between the Service Employees Federation (CNTU) and six hospitals in Montreal and district, and one reached the following month with Hôpital Hôtel-Dieu, Montreal, reduced the work week from 41 to 35 hours for office workers, effective September 3, 1961.

—An agreement negotiated in August 1961 between RCA Victor, Montreal, and its Employees' Association, affecting 650 employees, reduced the work week from 38¾ to 37½ hours, effective July 17, 1961.

—An agreement between the Quebec Millinery Manufacturers' Association and the United Hatters, Cap and Millinery Workers' International Union, negotiated early in 1961, reduced the weekly hours from 40 to 37½.

—An agreement negotiated in January 1961 between the City of Montreal and its inside employees represented by a chartered local of the CNTU shortened the work week from 35 to 33¾ hours.

Some of the agreements during the past two years that provided for a shortening of the work week did not lower the weekly hours below 40, or even as low as 40, but the following made large reductions:

—An agreement negotiated January 1961 between the City of Montreal and the International Association of Fire Fighters reduced weekly hours from 56 to 42 hours at termination of agreement.

—An agreement negotiated in April 1961 between the Canadian British Aluminum Co., Baie Comeau, Que., and the Metal Trades Federation (CNTU) reduced the weekly hours from 48 to 42.

—An agreement negotiated December 1960 between Dominion Corset Co., Quebec, and the Syndicat des employés de la Co. Ltée., Dominion Corset, reduced weekly hours from 42½ to 40.

—An agreement negotiated July 1960 between Steinberg's Limited, Montreal, and Steinberg's Employees Protective Association (Ind.) reduced weekly hours from 45 to 40.

—An agreement negotiated December 1960 between Canadian Westinghouse, Trois-Rivières, Que., and the International Brotherhood of Electrical Workers reduced hours from 45 to 42½.

Agreements negotiated in 1961 between the Carpenters and the following firms reduced hours from 48 to 44 weekly: Northern Forest Products Ltd., Port Arthur, Ont.; Abitibi Power & Paper, Western Ontario; St. Lawrence Corp., Nipigon, Ont.; Great Lakes Paper, Fort William, Ont.; Kimberly Clark & Spruce Falls Paper, Kapuskasing and Long Lac, Ont.; KVP, Espanola, Ont.; and Dryden Paper, Dryden, Ont.

The following agreements negotiated during 1960 reduced hours from 48 to 44 weekly:

Association of Lake Carriers, and Seafarers' International Union

Communauté des Soeurs de la Charité, Montreal district, and Services Federation (CCCL)

Association Patronale de Services Hospitaliers, Quebec, and Services Federation (CCCL)

An agreement negotiated August 1960 between Price Bros., Kenogami, Que., and L'Union Catholique des Cultivateurs reduced the weekly hours from 60 to 54. An agreement negotiated in October 1960 between Association Marchands Détaillants, Quebec, and Syndicat Catholique des employés de garage de Québec, Inc., reduced hours weekly from 49 to 45.

In the United States

In the United States, according to the Bureau of Labor Statistics of the Department of Labor, as early as April 1959 one in six, or 17 per cent, of workers employed in plants and offices in 17 principal cities were working fewer than 40 hours a week.

In the ladies' garment industry at that time, about 97 per cent of all members of the International Ladies' Garment Workers' Union were working a 35-hour week. In the printing industry, 94 per cent of all tradesmen were working an average of 37½ hours a week. In the construction industry, 12 per cent of all union workers were on a standard seven-hour day, and about half the employees in the brewing industry were working 37½ hours a week. A large group of workers in the rubber industry was working a six-hour day and a 36-hour week.

In the bakery and confectionery industry, many employees were working a week of less than 40 hours. This was also true of large groups in the mining, longshoring, jewellery, lumber, and fur industries. Many office and clerical workers, and in the larger cities many workers in retail trade, were working fewer than 40 hours a week.

Industrial and Geographic Distribution of Union Membership in Canada, 1961

Survey of individual union locals provides breakdown of union membership in Canada—almost million and half—by industry, province, labour market area

At the beginning of 1961 labour unions in Canada had approximately 1,447,000 members, according to survey returns received by the Economics and Research Branch of the Department of Labour directly from national and international union headquarters, central labour congresses and independent local organizations.

The data obtained from the survey were published in the 1961 edition of *Labour Organizations in Canada,* a handbook that contains statistical tables on union membership and a comprehensive directory of labour organizations with names of their principal officers and publications, and the distribution of their locals. The statistical data contained in the handbook are Canada-wide totals broken down by congress affiliation and type and size of union.

The tables on the following pages supplement the information included in *Labour Organizations in Canada* by showing the distribution of union membership in Canada by industry, province and labour market area. The tables are based on a separate survey directed at the beginning of the year to individual union locals across the country. In this survey, each union local was requested to report the total number of its members, and the industry and location in which all or most of them were employed. Some locals, accounting for about 7 per cent of the membership total, indicated that their members were dispersed throughout several locations in different areas or provinces, and these locals are classified separately in the accompanying tables.

The first of the four tables shows the distribution of union membership by industry on the basis of the DBS Standard Industrial Classification (1948). The data in this table are shown for the most part on the "major group" level. In instances where more detail could usefully be provided, care was taken to adhere to combinations of recognized industrial sub-groups. For the railway industry, which is not further subdivided in the standard classification system, subtotals are provided to show the division of membership between the operating and non-operating sectors.

Included as a supplement to the first table, Table 2 shows in alphabetical order the names of international, national and regional unions or independent local organizations that account for more than one-tenth of the union membership within the industry groups. The table thus does not necessarily show all organizations active within any particular industry group, but only those having more than 10 per cent of the organized workers in the group.

In Table 3 union membership in Canada is broken down by province, and Table 4 shows its distribution by labour market area. The boundaries of the labour market areas dealt with in Table 4 are broader than those of the centres for which the areas are named. In general, a labour market area corresponds to the area served by a local office of the National Employment Service. In some cases labour market areas consist of two or more NES local office areas. These composite areas are identified by an asterisk and the local office areas they comprise are listed in the Appendix to Table 4.

At the beginning of 1961 nearly 7,000 union locals were active in Canada, and although the survey met with a generally excellent response, not all of the locals supplied the required data. The number of locals from which no information was on hand appears in Tables 1 and 3. The corresponding entry for these locals in the membership column in Tables 1 and 3 represents the difference between the Canada-wide membership total based on the survey of union headquarters mentioned earlier and the membership reported by the responding locals.

The uneven quality of the basic source data and the practical difficulties inherent in the processing of the returns necessarily reduce the accuracy of the results. The statistics presented here, therefore, indicate only in a broad and approximate way the industrial and geographic distribution of organized labour in Canada.

The information for this article was obtained by the Collective Bargaining Section of the Economics and Research Branch from local union secretaries, whose co-operation is gratefully acknowledged.

TABLE 1—UNION MEMBERSHIP BY INDUSTRY, 1961

Industry	Locals	Membership
Logging*	**21**	**55,800**
Fishing	**11**	**4,600**
Mining	**195**	**59,800**
Metal	108	40,100
Fuels	50	12,400
Non-metal	23	6,800
Quarrying	14	500
Manufacturing	**2,267**	**558,000**
Food	250	49,400
Beverages	61	9,600
Tobacco products	11	5,400
Rubber products	35	13,500
Leather products	51	8,500
Textile products	122	29,500
Clothing	127	45,400
Wood products	136	28,800
Paper products	291	62,600
Printing and publishing	194	29,100
Iron and steel products	398	92,600
Transportation equipment	154	77,000
Non-ferrous metal products	72	29,300
Electrical apparatus and supplies	106	38,700
Non-metallic mineral products	114	15,800
Products of petroleum and coal	21	4,400
Chemical products	95	13,900
Miscellaneous industries	29	4,500
Construction	**566**	**153,900**
Transportation, storage, communication	**1,521**	**282,300**
Air transport and airports	67	7,500
Railways	1,107	145,500
Running trades	*337*	*35,000*
Non-operating unions	*770*	*110,500*
Buses and street cars	52	18,500
Water transport and incidental services	74	40,700
Other transport	42	23,600
Storage	19	4,700
Communication	160	41,800
Public utilities	**131**	**35,400**
Trade	**172**	**47,900**
Finance, insurance, real estate	**4**	**200**
Service	**1,393**	**191,500**
Community or public service	203	43,800
Government service	978	102,600
Recreation service	83	19,000
Business service	19	1,900
Personal service	110	24,200
Industry not reported	**33**	**9,900**
No return	**631**	**47,600**
Totals	**6,945**	**1,446,900**

* Includes some sawmilling.

TABLE 2—UNION REPRESENTATION WITHIN INDUSTRY GROUPS, 1961

Industry Group	Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in Alphabetical Order)
Logging	Carpenters (AFL-CIO/CLC) Newfoundland Brotherhood of Woods Workers (Ind.) Woodworkers (AFL-CIO/CLC)
Fishing	Native Brotherhood of B.C. (Ind.) United Fishermen (Ind.)
Mining	
Metal	Mine, Mill and Smelter Workers (Ind.) Steelworkers (AFL-CIO/CLC)
Fuels	Mine Workers (Ind.)
Non-metal	Mining Employees' Federation (CNTU) Steelworkers (AFL-CIO/CLC)
Quarrying	Cement Workers (AFL-CIO/CLC) Chemical Workers (AFL-CIO/CLC) Mine, Mill and Smelter Workers (Ind.) Steelworkers (AFL-CIO/CLC)
Manufacturing	
Food	Bakery Workers (CLC) Packinghouse Workers (AFL-CIO/CLC)
Beverages	Association des Employes de Molson (Ind.) Brewery Workers (AFL-CIO/CLC) CLC-chartered locals Distillery Workers (AFL-CIO/CLC)
Tobacco products	Tobacco Workers (AFL-CIO/CLC)
Rubber products	CLC-chartered locals Rubber Workers (AFL-CIO/CLC)
Leather products	Leather and Plastic Workers (AFL-CIO/CLC) Leather and Shoe Workers' Federation (CNTU) Packinghouse Workers (AFL-CIO/CLC) Shoe Workers (AFL-CIO/CLC)
Textile products	Textile Federation (CNTU) Textile Workers' Union (AFL-CIO/CLC) United Textile Workers (AFL-CIO/CLC)
Clothing	Amalgamated Clothing Workers (AFL-CIO/CLC) Ladies Garment Workers (AFL-CIO/CLC)
Wood products	Carpenters (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)
Paper products	Papermakers (AFL-CIO/CLC) Pulp and Paper Mill Workers (AFL-CIO/CLC) Pulp and Paper Workers' Federation (CNTU)
Printing and publishing	Bookbinders (AFL-CIO/CLC) Lithographers (CLC) Newspaper Guild (AFL-CIO/CLC) Printing Pressmen (AFL-CIO/CLC) Printing Trades Federation (CNTU) Typographical Union (AFL-CIO/CLC)
Iron and steel products	Steelworkers (AFL-CIO/CLC)
Transportation equipment	Auto Workers (AFL-CIO/CLC) Machinists (AFL-CIO/CLC)
Non-ferrous metal products	Metal Trades' Federation (CNTU) Mine, Mill and Smelter Workers (Ind.) Steelworkers (AFL-CIO/CLC)
Electrical apparatus and supplies	I.U.E. (AFL-CIO/CLC) Northern Electric Employees (Ind.) U.E. (Ind.)
Non-metallic mineral products	Cement Workers (AFL-CIO/CLC) Chemical Workers (AFL-CIO/CLC) Glass and Ceramic Workers (AFL-CIO/CLC)
Products of petroleum and coal	Oil Workers (AFL-CIO/CLC)
Chemical products	Chemical Workers (AFL-CIO/CLC) CNTU-chartered locals Mine Workers (Ind.) Oil Workers (AFL-CIO/CLC)

TABLE 2—UNION REPRESENTATION WITHIN INDUSTRY GROUPS, 1961 (Concl'd)

Industry Group	Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in Alphabetical Order)
Miscellaneous industries	Auto Workers (AFL-CIO/CLC) Chemical Workers (AFL-CIO/CLC) I.U.E. (AFL-CIO/CLC) Painters (AFL-CIO/CLC)
Construction	Carpenters (AFL-CIO/CLC) Labourers (AFL-CIO/CLC) Plumbers (AFL-CIO/CLC)
Transportation, storage, communication	
Air transport and airports	Air Line Flight Attendants (CLC) Air Line Pilots (Ind.) Machinists (AFL-CIO/CLC) TCA Sales Employees (Ind.)
Railways	
Running trades	Locomotive Engineers (Ind.) Locomotive Firemen and Enginemen (AFL-CIO/CLC) Trainmen (AFL-CIO/CLC)
Non-operating unions	Maintenance of Way (AFL-CIO/CLC) Railway Carmen (AFL-CIO/CLC) Railway Clerks (AFL-CIO/CLC) Railway, Transport and General Workers (CLC)
Buses and streetcars	Railway, Transport and General Workers (CLC) Street Railway Employees (AFL-CIO/CLC)
Water transport and incidental services	I.L.A. (AFL-CIO/CLC) Seafarers (AFL-CIO)
Other transport	Teamsters (Ind.)
Storage	Teamsters (Ind.)
Communication	B.C. Telephone Workers (Ind.) Canadian Telephone Employees (Ind.) I.B.E.W. (AFL-CIO/CLC) Traffic Employees (Ind.)
Public utilities	I.B.E.W. (AFL-CIO/CLC) Public Service Employees (CLC)
Trade	Retail Clerks (AFL-CIO/CLC) Retail, Wholesale Employees (AFL-CIO/CLC) Teamsters (Ind.)
Service	
Community or public service	Building Service Employees (AFL-CIO/CLC) Public Employees (CLC) Service Employees Federation (CNTU)
Government service	B.C. Government Employees (CLC) Firefighters (AFL-CIO/CLC) Postal Employees (CLC) Public Employees (CLC) Public Service Employees (CLC)
Recreation service	Moving Picture Machine Operators (AFL-CIO/CLC) Musicians (AFL-CIO/CLC)
Business service	CLC-chartered locals I.B.E.W. (AFL-CIO/CLC) Office Employees (AFL-CIO/CLC)
Personal service	Hotel Employees (AFL-CIO/CLC) Railway, Transport and General Workers (CLC)

TABLE 3—UNION MEMBERSHIP BY PROVINCE, 1961

Province	Number of Locals	Locals Reporting	
		Number	Membership
Newfoundland	110	100	32,000
Prince Edward Island	32	27	1,800
Nova Scotia	328	298	44,300
New Brunswick	290	251	26,100
Quebec	1,606	1,419	353,300
Ontario	2,689	2,435	550,000
Manitoba	304	283	61,600
Saskatchewan	372	338	43,000
Alberta	404	367	60,500
British Columbia	787	775	191,500
Yukon and Northwest Territories	8	7	900
Two or more provinces*	15	14	34,300
No return		631	47,600
Totals	6,945	6,945	1,446,900

*Mainly Seafarers, Railroad Telegraphers, Commercial Telegraphers, and Actors' Equity.

TABLE 4—UNION MEMBERSHIP BY LABOUR MARKET AREA, 1961

*Labour Market Area	Locals	Membership	Areas Having Under 1,000 Members
Newfoundland			
Corner Brook	26	3,100	
Grand Falls	20	2,400	
St. John's	54	11,200	
Two or more areas	2	15,400	
Prince Edward Island			
Charlottetown	21	1,300	Summerside
Nova Scotia			
Amherst	15	1,100	Bridgewater, Inverness, Liverpool,
Halifax	90	16,800	Springhill, Yarmouth
Kentville	22	1,200	
New Glasgow	41	5,200	
Sydney	76	16,300	
Truro	17	1,000	
Two or more areas	4	500	
New Brunswick			
Bathurst	17	1,700	Minto, St. Stephen, Sussex, Woodstock
Campbellton	21	2,700	
Edmundston	15	1,200	
Fredericton	24	1,200	
Moncton	51	5,800	
Newcastle	10	1,200	
Saint John	81	9,500	
Two or more areas	3	700	
Quebec			
Asbestos	4	2,100	Maniwaki, Mont Laurier, Montmagny
Beauharnois	11	1,500	
Buckingham	11	1,200	
Drummondville	18	3,400	
Farnham—Granby*	41	5,800	
Gaspe*	10	1,900	
Hull* (included with Ottawa, Ont.)			
Joliette	35	3,000	
La Tuque	11	1,400	
Lac St. Jean*	98	12,900	
Lachute—Ste. Therese*	15	2,500	
Montreal*	513	203,300	
Quebec—Levis*	150	28,900	
Quebec North Shore*	38	11,200	
Rimouski	18	1,700	
Riviere du Loup	20	1,400	
Rouyn—Val d'Or*	35	4,300	
St. Hyacinthe	24	4,000	
St. Jean	25	3,500	
Ste.-Agathe—St. Jerome*	18	2,700	
Shawinigan	34	5,500	
Sherbrooke*	81	11,500	
Sorel	13	2,900	
Thetford—Megantic—St. Georges*	27	3,800	
Trois Rivières*	58	9,600	
Valleyfield	20	3,000	
Victoriaville	27	3,300	
Two or more areas	14	9,700	

TABLE 4—UNION MEMBERSHIP BY LABOUR MARKET AREA, 1961 (Cont'd.)

Labour Market Area	Locals	Membership	Areas Having Under 1,000 Members
Ontario			
Belleville—Trenton*	51	5,800	Arnprior, Barrie, Bracebridge,
Brampton	14	1,300	Carleton Place, Collingwood,
Brantford	52	7,600	Gananoque, Goderich, Hawkesbury,
Brockville	16	2,000	Leamington, Lindsay, Listowel,
Chatham	22	3,000	Midland, Napanee, Orillia,
Cobourg	19	1,300	Parry Sound, Perth, Picton,
Cornwall	35	6,400	Renfrew, Simcoe, Sioux Lookout,
Fort Frances	20	1,400	Sturgeon Falls, Wallaceburg.
Fort William—Port Arthur*	113	26,700	
Galt	53	5,100	
Guelph	46	5,000	
Hamilton	154	42,900	
Kapuskasing	12	6,000	
Kenora	30	3,400	
Kingston	37	5,600	
Kitchener	63	11,600	
London	98	17,100	
Niagara Peninsula*	180	28,600	
North Bay	44	3,900	
Oshawa	52	18,700	
Ottawa—Hull*	132	26,100	
Owen Sound	17	1,200	
Pembroke	26	2,400	
Peterborough	50	7,800	
Prescott	9	1,300	
St. Thomas	44	3,200	
Sarnia	34	6,400	
Sault Ste. Marie	48	11,100	
Smiths Falls	18	1,400	
Stratford	39	2,500	
Sudbury*	73	30,900	
Timmins—Kirkland Lake*	60	6,500	
Toronto*	496	170,200	
Walkerton	6	1,100	
Windsor	85	29,500	
Woodstock—Tillsonburg*	26	3,400	
Two or more areas	24	34,900	
Manitoba			
Brandon	33	1,800	Dauphin, Portage la Prairie.
Flin Flon	12	2,700	
The Pas	11	1,500	
Winnipeg	211	54,200	
Two or more areas	1	700	
Saskatchewan			
Moose Jaw	40	4,400	Estevan, Lloydminster, Swift Current.
North Battleford	16	1,400	
Prince Albert	34	2,300	
Regina	83	12,300	
Saskatoon	88	11,100	
Weyburn	9	1,200	
Yorkton	28	1,800	
Two or more areas	10	5,200	
Alberta			
Blairmore	11	1,500	Edson, Red Deer.
Calgary	113	24,400	
Drumheller	16	1,100	
Edmonton	136	26,900	
Lethbridge	38	2,600	
Medicine Hat	27	2,600	
Two or more areas	2	1,800	
British Columbia			
Central Vancouver Island*	63	14,800	Chilliwack, Dawson Creek,
Cranbrook	26	3,700	Princeton, Quesnel.
Kamloops	31	2,700	
Kitimat	8	1,900	
Okanagan Valley*	59	7,800	
Prince George	30	3,300	
Prince Rupert	34	3,500	
Trail—Nelson*	40	5,900	
Vancouver—New Westminster*	355	128,000	
Victoria	94	15,900	
Two or more areas	4	1,400	

*Indicates labour market area comprising two or more N.E.S. local office areas.

See Appendix.

LABOUR MARKET AREAS COMPRISING TWO OR MORE LOCAL OFFICE AREAS

Labour market areas appear in bold type, followed by names of the component N.E.S. local office areas in light type.

Québec

Farnham-Granby: Cowansville, Farnham, Granby. **Gaspé:** Causapscal, Chandler, Gaspé, Matane, New Richmond. **Lac St. Jean:** Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval, Ville d'Alma. **Lachute-Ste Thérèse:** Lachute, Ste Thérèse. **Montreal:** Montréal, Ste Anne de Bellevue. **Québec-Lévis:** Lévis, Québec. **Quebec North Shore:** Baie Comeau, Forestville, La Malbaie, Sept Iles. **Rouyn-Val d'Or:** Rouyn, Val d'Or. **Ste Agathe-St Jérôme:** Ste Agathe, St Jérôme. **Sherbrooke:** Magog, Sherbrooke. **Thetford-Mégantic-St Georges:** Mégantic, Thetford Mines, Ville St Georges. **Trois Rivières:** Louiseville, Trois Rivières.

Ontario

Belleville-Trenton: Belleville, Trenton. **Fort William-Port Arthur:** Fort William, Port Arthur. **Niagara Peninsula:** Fort Erie, Niagara Falls, Port Colborne, St. Catharines, Welland. **Ottawa-Hull:** Hull, Que., Ottawa, Ont. **Sudbury:** Elliot Lake, Sudbury. **Timmins-Kirkland Lake:** Kirkland Lake, Timmins. **Toronto:** Long Branch, Newmarket, Oakville, Toronto, Weston. **Woodstock-Tillsonburg:** Tillsonburg, Woodstock.

British Columbia

Central Vancouver Island: Courtenay, Duncan, Nanaimo, Port Alberni. **Okanagan Valley:** Kelowna, Penticton, Vernon. **Trail-Nelson:** Nelson, Trail. **Vancouver-New Westminster:** Mission City, New Westminster, Vancouver.

Age is no barrier to persons wishing to acquire new skills or upgrade their old ones under Schedule 5 of the federal-provincial training program for unemployed workers. Any male or female over 16 years of age and registered for employment with the NES is eligible who meets entrance requirements for the particular course. Above, three graduates of a course at Cornwall, Ont., are seen with their instructor, George Russell (left). They are: G. Dessoriers, 42; R. Houde, 23; and O. Laperle, 54.

(*See story on page 278*)

Apprenticeship Training Advisory Committee

Employment by Department of Labour of qualified examination technician to aid provincial apprenticeship branches in construction and evaluation of trade examinations in order to obtain more uniformity is recommended by Committee

The Apprenticeship Training Advisory Committee, at its 13th meeting, held in Ottawa February 14 and 15, recommended that the Department of Labour employ a qualified examination technician to assist provincial apprenticeship branches with the construction and evaluation of trade examinations in order to establish more uniformity in the preparation, administration and evaluation of interprovincial standards examinations. The technician would be added to the staff of the Vocational Training Branch.

The Committee acted on the advice of provincial Directors of Apprenticeship, who met in Ottawa on February 12 and 13. The Directors were present at the meeting of the Advisory Committee.

Again acting on the advice of the Directors, the Committee, which is composed of representatives of management, labour and provincial departments of education and labour, recommended that interprovincial examinations be written in 1962 in the sheet metal and carpentry trades and that the examinations now being prepared in the heavy duty repair and motor vehicle repair (body) trades be given a trial this year for possible approval for nation-wide use in 1963.

Nation-wide examinations are now given in the electrical construction, motor vehicle repair (mechanical) and plumbing trades. Apprentices who successfully pass these examinations are issued a certificate bearing a special red seal that is recognized as proof of trade proficiency in the nine provinces participating in the federal-provincial training agreement.

Since the program began in 1960, red seals have been issued to 250 successful apprentices in electrical construction, to 1,167 in motor vehicle repair, and to 97 in plumbing. A mark of 70 must be attained in the interprovincial examinations before a seal is issued.

Revision of three of the existing trade analyses was recommended. They are: plumbing, welding and steamfitting.

As recommended by the Directors of Apprenticeship, the Committee asked the Department of Labour to prepare a course of study or course outline, based on the existing trade analysis, of the motor vehicle repair (mechanical) trade. The Committee emphasized that the outline should not be so detailed that an instructor could not use his own techniques in conducting the course. The possibility that this course outline might be the forerunner of similar outlines in other trades that can be taken into interprovincial use was mentioned by the Committee.

Before an examination for nation-wide use is adopted, a trade analysis is prepared (see box). To date, 17 analyses have been completed. The Committee at last month's meeting recommended that the Department of Labour proceed with the analysis of five more trades: millwright, instrument mechanic, industrial electrician, appliance servicing, and office machine mechanic.

After a discussion of technician training, the Committee recommended that the National Advisory Committee on Technological Education consider developing a new and more flexible method of testing the competence of journeymen applying for entrance to institutes of technology. That advisory committee is a subcommittee of the National Technical and Vocational

Trade Analyses

Trade analyses list the essential operations a qualified journeyman should be able to perform as well as the related theoretical knowledge he should possess to be fully competent in his trade. The main use of the analyses is to provide the basis for courses of instruction in schools and institutions, and in industry for on-the-job training. They also serve as a means of evaluating a person's previous experience in a trade.

Seventeen analyses have been completed: bricklaying, carpentry, cooking (commercial), electrical (construction), heavy duty repair, machinists, motor vehicle repair (body), motor vehicle repair (mechanical), painting and decorating, plastering, plumbing, radio and television repair, refrigeration and air conditioning, sheet metal, steamfitting, toolmaking, and welding (gas and arc).

Work is progressing on analyses of two more trades: lineman (electric utility) and residential oil burner installation and servicing. Revisions are being made of existing analyses in two trades: motor vehicle repair (mechanical) and machinist.

In Great Britain, the increase in apprenticeship during the period April 1959 to October 1961 kept ahead of the rise in the numbers of school-leavers entering employment, it is stated in an interim report of the National Youth Employment Council.

In the first nine months of last year, 97,902 boys—38.4 per cent of those leaving school in that period—were apprenticed to skilled crafts, compared with 86,954—36 per cent—during the same period in 1960.

Training Advisory Council (L.G., June 1961, p. 550).

C. R. Ford, Director of the Vocational Training Branch, presented a report on his tour of training establishments in Western Europe and Asia. R. H. MacCuish, Assistant Director of the Branch, presented a report of recent branch activities.

Additional subjects discussed included: the place of apprenticeship in the development of the labour force, enrichment of training for apprentices, upgrading of non-apprentices in designated trades, and training in federal Government departments and agencies.

The meeting was addressed by the Minister of Labour, Hon. Michael Starr, and Deputy Minister George V. Haythorne. It was under the chairmanship of H. C. Nicholls, Director of Milne and Nicholls Ltd., Toronto.

Minister of Labour

There is a growing need for more and better training in Canada for our labour force, Hon. Michael Starr, Minister of Labour, told the meeting.

Because of the recent increase in federal financial assistance for vocational training facilities, there has been a great growth in the training capacity of schools, he said. In all the provinces together, there were now facilities in Canada for training 80,000 students.

But this expansion of training facilities is only the first phase of our work, Mr. Starr said. "The federal Government is not satisfied just to see more schools being built. We are interested in the programs that will be provided in these schools and in industry. We want to see these new schools serve adequately the youth of our country, and industry . . .

"Our training programs must be flexible and must not be bound by outmoded legislation and regulations," Mr. Starr continued. Every province had legislation relating to apprenticeship, and he hoped it was "being studied, and changed if necessary to keep it in line with apprenticeship as a training program."

The Minister remarked that the apprenticeship agreements between the federal and provincial governments had now been in force for eight years and would expire in 1964. It was not too soon, he said, to consider what changes in the agreements were needed "to provide better skilled craftsmen and better opportunities for those young Canadians who wish to make a career in industry."

Industry, Mr. Starr said, had an important part to play in this planning of programs, especially the apprenticeship program, because industry had a great stake in the results.

Asked whether the federal contribution of 75 per cent of the cost of capital expenditures by the provinces for school buildings and equipment might be extended beyond March 31, 1963, Mr. Starr said the Government thought it should not. The Government would contribute 50 per cent of the cost after that date, however.

Deputy Minister of Labour

The retraining of unemployed workers raises the question of how far apprenticeship training can be applied to older workers, and how far the traditional practices of such training can be modified to take account of their circumstances, said George V. Haythorne, Deputy Minister of Labour.

The two main reasons why older workers have not taken apprenticeship training in the past have been age limits and the lower wages paid to apprentices, he said. Age limits were not applied as rigidly as they had been, but he asked whether it was realistic to apply the usual starting rates in such cases, and how, during training, recognition could be given to the experience and maturity of the older apprentice.

Another question that the Committee had been considering was the training of apprentices in the manufacturing industries, a sector of the economy that would doubtless expand and become more diversified. How could this sort of training best be applied in this field? Questions that rose here included that of what to do about apprenticeship training in smaller plants and about apprenticeship on an industry-wide basis.

Mr. Haythorne said that there was clearly a need for close co-operation between management and labour in the developing and carrying out of programs in industry.

He suggested that one way in which government could help here might be by providing an industrial training information service.

Mr. Haythorne pointed out that the number of registered apprentices in Canada had been increasing steadily; and, excluding the province of Quebec, it now stood at about 20,000, which was about double the number 10 years ago. He said that a larger propor-

tion of the apprentices also were receiving classroom training than had been the case. But although these developments were encouraging, there was still much room for improvement.

Technician Training

There is no reason why the journeyman of today cannot become the technician of tomorrow.

This was the consensus of members of the Apprenticeship Training Advisory Committee, who stressed the need to develop in Canada recognized levels of training which could be attained by anyone with the ability and desire to do so.

These levels, for example, journeyman or technician or intermediate steps between, ought to be well defined and the paths leading to them well marked.

Members agreed that the present system of allowing entry to the institutes only to those who have a high school or secondary school certificate was unrealistic. It is the level of mathematics, science and English that a person has attained that is more important than the high school grade he has completed. It was suggested that a system of entrance proficiency examinations be developed that would test equivalency in those subjects a person needs to be able to master the subjects taught in the institutes.

The development of this system would give qualified journeymen an opportunity to obtain technician training even though they may not have attained the grade level presently required for entry to an institute of technology.

Apprenticeship in Development of Labour Force

An apprentice ought to be able to complete his training, even if it were interrupted by layoff, and a journeyman ought to be able to advance to technician standing without having to meet all the requirements for entrance to a technical institute, the Committee agreed when discussing the place of apprenticeship in the development of the labour force.

Mr. MacCuish said that it was not reasonable to allow apprentices who were laid off because of lack of work to drift into unskilled work, while at the same time unskilled unemployed people were being trained at the public expense.

It was pointed out that in Ontario, councils had been organized to arrange for the rotation of apprentices from one firm to another when work was short.

Several members said that training facilities in their part of the country were taken up and consequently there was no place in which unemployed apprentices could be trained. Mr. MacCuish said that lack of fully equipped facilities should not be made a reason for rejecting those who wanted such training. He suggested that they could at least be upgraded in mathematics and other subjects.

The general opinion appeared to be that the number of apprentices out of work was not large.

Twenty new technical colleges are under construction in Scotland and completions are expected to average one a month during the next year.

The aim of the program is to stimulate the day release of young workers in industry for part-time study. By 1965, 100,000 places will be available.

Enrichment of Training for Apprentices

The Committee discussed the "enrichment" of apprenticeship training by the provision of teaching in mathematics, science, and related studies for apprentices who had not reached high school graduation before starting apprenticeship. Apprentices can get this instruction "the hard way," e.g., by attending evening classes or taking correspondence courses, it was pointed out, but it was suggested that it might be well to provide it as part of regular apprenticeship training.

Mr. Ford said that one of the objections raised to extra training in mathematics, etc., was that the curriculum for apprentices was already so loaded that there was no room for extra subjects. He thought it ought to be part of the programs of our institutions to provide for those who wanted to increase their knowledge in these subjects. Advanced technical evening classes were in effect in the Ontario educational system. This provided a "second route," and he thought that it should be established in every province.

B. F. Addy, Director of Vocational Education, Manitoba, said that entrance standards were necessary, but he did not agree that junior matriculation should be required. In Manitoba, proficiency exams were set in mathematics, science and English, and apprentices must demonstrate proficiency in these three subjects; but a complete academic standard was not required. He thought that consideration should be given to setting high school graduation as the entrance requirement, or, as an alternative, equivalent standing in the three subjects named.

Upgrading of Non-Apprentices

The Committee discussed the question of providing training for non-apprentices, such as helpers and improvers, so that they could qualify for journeymen's examinations.

Several of the delegates contended that such employees needed some spur from employer or union before they would make the effort needed to qualify, and that it was necessary for them to see "something in it for themselves." One suggested inducement was for employers to agree to pay a small differential to qualified men. Special reference was made to carpenters in the construction industry, many of whom, it was pointed out, were not journeymen.

Mr. MacCuish said that employers and unions should take an interest in up-grading. He suggested that some thought should be given to providing training facilities for those wanting to up-grade themselves.

Training in Federal Government Departments

The problem of apprenticeship training in federal agencies, and in those operating interprovincially, was discussed; Trans-Canada airlines was cited as one example. Various federal agencies were already conducting internal training programs, it was reported.

Mr. MacCuish stated that the setting up of a training program for federal departments, and their participation in provincial apprenticeship programs, was a problem that had gone to the Cabinet.

Training Needs in Industry

H. L. Shepherd, Manager of Personnel Compensation and Development, Canadian Westinghouse, who has been assisting the Department of Labour in a survey of training problems in industry, presented a report to the Committee.

Commenting on the lack of communication apparent in this area, he pointed to the lack of agreement in the use of the word "apprentice." In one case, for example, girls in a meat packing plant were called apprentices. His company's own apprenticeship scheme had little bearing on other apprenticeship schemes, its apprentices being rather technicians who required a general knowledge of plant, etc.

In some new occupations, such as instrument mechanic, it might be better that the duties of apprentices should not be defined too precisely or legally, owing to the rapid changes that were taking place, he remarked.

In some time-honoured occupations that have been affected by rapidly changing technology, legislation had fallen behind the times. In the case of stationary engineers, for example, automatic controls were not thought of when the relative legislation was passed.

Mr. Shepherd referred to difficulties in apprenticeship training arising out of seniority provisions in some collective agreements. Because of these provisions, in a time of unemployment, an apprentice might "graduate on to the street."

He suggested that it might be well to consider whether some industrial trades could not be reached by a combination of pre-employment training and exposure to industry for practical observation and experience. This would be the opposite of the day-release system. He thought there might be more training before employment and less during employment, and more shuffling backwards and forwards between industry and training institutions.

Report of the Training Branch

An increase of 895 apprentices, the completion of two new trade analyses in draft form, publication of one new trade analysis, and three revisions of trade analyses were announced in a report on apprentice training, prepared by the Vocational Training Branch. The report was presented by R. H. MacCuish, Assistant Director of the Branch.

Progress was reported on an analysis of mathematics and science requirements for training purposes.

Publication of 30 revised technical information sheets, the addition of 34 newly published sheets, and the availability for printing and early distribution of a further 39 technical information sheets were announced in the report. The addition of more than 32 sheets by two trade associations was also noted.

Progress in the preparation of courses and in the work on interprovincial examinations was announced. An up-to-date statistical breakdown of apprentices, by trade and province, was included.

The report stated that on December 31, 1961, there were 20,507 apprentices registered in those provinces where the Apprenticeship Training Agreement was in effect. This is an increase of 895 over the previous year's total. There has been a drop, however, in certain trades, amounting to 60 plasterers, 135 electricians, 130 plumbers and pipefitters, 70 bricklayers and 40 welders.

Progress in the preparation of technical information sheets has included the revision of the original issue of 30 sheets in the light of provincial recommendations. These 30 sheets, together with an additional 34 sheets, have been published and distributed to the provinces and other interested individuals. A further 39 sheets were reported available for printing and early distribution.

Industry is co-operating in the preparation of such sheets, and the Canadian Refrigeration and Air Conditioning Association is expected to have an initial issue of 32 sheets

Members of the Apprenticeship Training Advisory Committee are pictured above with federal and provincial government officials. Seated (from left): W. L. Rowe, representing the Canadian Manufacturers' Association; B. F. Addy, Director of Vocational Education, Manitoba; George V. Haythorne, Deputy Minister of Labour; H. C. Nicholls of Toronto, Committee Chairman; R. E. Anderson, Nova Scotia Deputy Minister of Labour; and Andrew Cooper (Carpenters), Ontario Vice-President, Canadian Labour Congress. Standing: F. E. Whittle, Assistant Director of Apprenticeship, Alberta; G. T. Peach, Assistant Director of Apprenticeship, Nova Scotia; B. W. Kelly, Director of Apprenticeship, New Brunswick; J. P. White, Director of Apprenticeship, Alberta; W. J. Hurd, Director of Apprenticeship, Manitoba; Roy H. MacCuish, Assistant Director, Vocational Training Branch, Department of Labour; Donald C. McNeill, Director of Apprenticeship, Ontario; C. Ross Ford, Director, Vocational Training Branch, Department of Labour; John Melville, Director of Apprenticeship, British Columbia; W. S. McMurtry, Director of Apprenticeship, Prince Edward Island; Frank Ellis, Director of Apprenticeship, Saskatchewan; and Gordon Rodgers, Director of Apprenticeship, Newfoundland.

available at an early date. The Canadian Chamber of Commerce has agreed to publish a series of technical information sheets.

Courses of study are being developed further, and work is continuing on a course of study for the plumbing trade. The Branch, in co-operation with the Canadian Refrigeration and Air Conditioning Association, has begun work on a course of study for this trade.

Interprovincial examinations have been conducted and interprovincial seals awarded, for the period January 31, 1961, to June 30, 1961, as follows: electrical construction, 101; motor vehicle repair (mechanical), 225; plumbing, 97. The totals for these trades to date, in the same order, are 250; 1,167; and 97.

Tour of Training Establishments

C. R. Ford, Director of the Vocational Training Branch, presented a report of his tour of training establishments in Western Europe and the Far East. He reported on training centres he visited in the United Kingdom, Sweden, Germany, Japan, India and Hong Kong.

In every country he visited, the development and improvement of training facilities and the participation in training programs were considered by all to be in the national interest.

Mr. Ford described the varying systems of training and types of apprenticeship programs in the countries he had visited.

In a discussion period after Mr. Ford had reported, the question was raised as to where these countries obtained all of the instructors and administrators required for the training programs. Mr. Ford replied that this was a problem almost everywhere he went, although it was probably less pronounced in Germany. Staff was obtained from industry and from training centres. It seemed that insufficient salary offered to such staff was often a drawback in recruitment, as it is in many cases in Canada.

In comparing apprentice training programs, he pointed out that in these countries, apprentices were given or obtained a controlled experience, and a greater variety of experience. Supervision and discipline were more rigid than could perhaps be introduced here.

In a comparison of facilities, Mr. Ford cited a number of training centres in Canada that were the equivalent of any visited in

Europe. The countries visited, however, had the advantage of greater industrialization, with the result that more emphasis was placed on apprentice training for industry, whereas in Canada such training was most prevalent in the service and construction trades.

These countries also have a closer tie-in between school and apprenticeship. In addition, they are not having an unemployment problem to brake interest in apprentice, vocational and technical training programs.

An important point that evolved dealt with the length of apprenticeships in Canada, in view of the experience in other countries, and it was generally agreed in the discussion that the apprenticeship period could be reduced.

Labour-Management Committee Conference

Two-day meeting of representatives of labour, management and government, first ever held in Canada, agrees that similar area conferences ought to be held periodically across Canada for exchange of views on industrial relations problems

Labour-management committees across Canada should periodically send delegates to area LMC conferences to exchange views on mutual production and industrial relations problems and thereby to assist in the promotion of joint consultation on a national basis.

This was the foremost conclusion to emerge from Canada's first Labour-Management Committee Conference, held in Winnipeg on February 1 and 2. The conference brought together two hundred labour, management, Manitoba government and federal government representatives. Some 80 Labour-Management Committees in the Greater Winnipeg area were represented.

Questioned at the end of the conference, the delegates rated the meeting "good verging on excellent."

Conference chairman was Paul Graham, senior representative in Western Canada of the Department of Labour's Labour-Management Co-operation Service.

Deputy Minister of Labour

In his keynote address to the conference, George V. Haythorne, federal Deputy Minister of Labour, emphasized that all of Canada would benefit from a trend toward increased co-operation in industry. Lower costs, higher production and successful competition on old and new markets are among the rewards that would accompany a greater measure of teamwork between labour and management, he said.

Dr. Haythorne deplored the fact that labour and management were not facing up to the challenges of stiff competition from abroad, price competition on the domestic market, and unemployment. "Canadian industry and labour have yet to dig in their heels in response to some of our national challenges," he said. "Many of the western European countries are ahead of us, leading the way. We have some catching up to do... and we can't afford to take too long."

> A labour-management conference on methods of increasing productivity was to be held at Queen's University on March 15 and 16. The seminar, which is expected to be the first in a series of such conferences, is being promoted by the National Productivity Council.

The Deputy Minister noted that Canadians sometimes liked to rest secure in a pleasant feeling of splendid isolation or detachment from broader trends and concerns. "No such isolation exists," he asserted. "Industrial and national problems are an inescapable part of life at the plant level, and one of these problems, increased productivity, is among the important goals that we must reach through improved industrial relations in our day."

Dr. Haythorne commented that industry is missing out by not using, to a greater extent, joint consultation between labour and management to tackle such operational problems as waste, care of equipment and production efficiency.

He reported that in a survey of 285 secondary manufacturing industries, which included some of the most competitive of all industries, only one in twenty labour-management committees gave any great attention to the problem of waste; only one in ten to quality; and only one in forty to the subject of new plant equipment.

Dr. Haythorne told the conference that a union representative from the industry concerned serves on every Canadian trade mission abroad. "Canada is showing the world that it recognizes the close ties of labour and management in making production more efficient," he said. "The question

we must ask is whether the face we are showing abroad is also the face we are showing at home."

Sidney Buckwold, Mayor of Saskatoon

Mayor Sidney Buckwold of Saskatoon, a public member of the National Productivity Council and guest speaker at the luncheon, stated that increased teamwork between labour and management could boost competitiveness by lowering production costs in every single industry in Canada.

This country has seen her gross national product undergo a serious levelling off in contrast to advances being made by almost every other important nation, he said. He commended government "for having done much research and given encouragement and opportunity," but he accused labour and management of failing to respond to these urgent challenges.

"Neither group has shown acceptance of the necessity for higher productivity," he declared, "yet it is essential that we increase our gross national product an average of four to five per cent each year. Canadian industry can no longer sit back and expect high tariff protection to keep it in business forever. We have to compete with economic forces in Britain, in continental Europe and here at home. Either we increase our efficiency or face more and more unemployment."

Mr. Buckwold suggested there were four chief ingredients in any program to keep Canadian industry economically sound, competitively fit and able to maintain and improve the nation's high standard of living: (1) increased labour-management co-operation in industry; (2) more efficient production; (3) lower production costs; and (4) a specific line of Canadian exports.

Panel Discussions

During a panel discussion of "the contribution of government to the development of labour-management co-operation," Keith Cowan of the National Productivity Council said that Canadian industrial productivity would increase faster if plant labour-management committees become more active and widespread.

Industry would be expected to create 1,000,000 new jobs in Canada during the next five years, he said. This would be possible only if plant labour-management committees worked constantly to improve the health of Canadian industrial relations.

He assured the conference that the federal Government is doing everything possible in research and development of new methods to improve the nation's productive capacity.

In Britain later this year, trade unions and employers' organizations will co-operate in a National Productivity Year, designed to focus attention for a concentrated 12-month period on the need for co-operative endeavours to increase productivity. Professional institutions, research organizations, universities and technical colleges will join in. The British Productivity Council, which is promoting the productivity year, was set up 10 years ago to take over the work of the postwar Anglo-American Productivity Council.

In the United States, sometime before the end of June, a new labour-management conference, to be known as the White House Conference on National Economic Issues, is to come into being. The idea of this conference originated with the President's Advisory Committee on Labor-Management Policy.

In an appeal for the co-operation of organized labour, Mr. Cowan urged union delegates: "Get hold of management's ear and work out solutions with them."

Panel moderator Gordon G. Cushing, Assistant Deputy Minister of Labour, led off the discussion by briefly sketching the purposes, history and facilities of the Labour-Management Co-operation Service and outlining the growth and achievements of plant committees since World War II.

The panel discussion was one of four at the conference. The others dealt with: organizing and planning Labour-Management Committee activities; plant communications and morale; and waste, quality, and new equipment and methods.

Norman E. Bickell, international representative and sub-regional director of the United Automobile Workers, proposed that labour-management committees should be in use throughout industry. No time should be wasted in setting them up on a national scale, he said. "They have been so successful where they have been tried," he said, "that I can see no reason for not using them on a national scale."

He added that he had found bargaining "markedly different" in plants that had a labour-management committee. "Contract negotiations seem to go forward on a basis of trust and mutual respect," he said.

"No more interference, please", was the gist of a management spokesman's advice to federal government representatives at the conference. Charles E. Greb, manager of Greb Shoes Ltd., told the delegates that the government should not do more in the labour-management field than it is now doing.

Referring to the assistance provided by the Labour-Management Co-operation Service to companies and unions interested in establishing and operating a plant labour-management committee, Mr. Greb declared:

Gordon Cushing, Assistant Deputy Minister of Labour (left); Ed Cooke, President, Local 500, National Union of Public Service Employees; and Paul DuVal, President, Acme Sash and Door Company.

Portigal, Winnipeg

"The LMCS program lays down the principles industry should follow. From there on, the ball is in our hands." Business wants help in this type of endeavour but not government control, he said. The job of expanding the influence and scope of labour-management committees should now be left to industry.

Joseph James, executive secretary of the Manitoba Federation of Labour, charged that management is not really interested in labour-management committees. "If management were really interested in joint consultation," he declared, "more than 400,000 of the 5,000,000 men making up our national labour force would be represented on labour-management committees. Also, we would see more top management representatives at this conference.

Obviously there is a tremendous job to be done," continued Mr. James. "There is a greater need to get together. Labour wants to see management flourish because labour in turn will benefit from management's prosperity."

Mr. James was equally critical of labour. "Labour groups should realize that if they are going to keep asking for increases in wages, there must be something in the pot," he said. "It's imperative that labour and management get closer together; not fear each other, but have a closer community of interests."

Communications and Morale

Gary Thompson, assistant general manager of Greensteel Industries Ltd., Winnipeg, told delegates that a regular exchange of ideas at the plant level is achieved best through labour-management committee meetings. "Letters, films, posters and bulletin boards are also useful," he said, "but there is no better way than joint consultation to consolidate teamwork among employees."

F. E. P. Pearson, manager of the lime division, Winnipeg Supply and Fuel Co. Ltd., reported that he found it a "necessity" to exchange ideas between labour and management.

Doug Ingram, a member of Local 174, International Moulders and Allied Workers, stated that the "sense of participation" achieved through joint consultation meetings spelled the difference, in the employee's mind, between "working for" and "working at" a company. Where a plant operates a labour-management committee, employee representatives serving on it will deal seriously with problems raised for discussion, because "they know that the committee is their line of communication to top management," he said.

Planning LMC Activities

Beefs directed at management by employees of the Acme Sash and Door Company, Winnipeg, are welcome, said the company president, Paul N. DuVal. "I welcome beefs," he said. "I think they are one of the best ways to know what your employees are thinking."

Mr. DuVal had some further remarks about profits. "Profit is not immoral," he said. "The profitable firm is the only successful firm, able to provide employment

G. R. Hunter, QC, President, Winnipeg Chamber of Commerce (left); Joseph James, Secretary, Manitoba Federation of Labour; and J. T. Montague, Department of Labour, Ottawa.

Portigal, Winnipeg

and pay wages. Labour helps to promote profit by improving efficiency and reducing costs."

Confronted with the judgment that profits should not be made because some are wasted or spent unwisely, Mr. DuVal replied: "If industry looked at the way wages are sometimes spent in beer parlours or on other things considered wasteful, management could turn around and say that wages should take second place in the worker's consideration of a job."

Charles Gilchrist, recording secretary of Local 4066, United Steelworkers of America, stressed the need for "rotating members" who could step in as replacements during the absence of regular members. "Management should never postpone its L-M meeting," he insisted. "This only indicates to employees that the company doesn't care. They should be held regularly and attended by top management."

B. Bracegirdle, vice-president of Claude Neon-Ruddy Kester Ltd., remarked: "Management must consciously encourage employees to speak up and take part in LMC meetings. Management should not be looked upon as a steering committee." He recommended that management give their LMCs more responsibility.

Ed Cooke, president of Local 500, National Union of Public Service Employees, and serving with the engineering department, City of Winnipeg, spoke in favour of recognition. "Recognition is the most important objective of employees," he maintained. "They also appreciate explanations, which is better than just being told what to do. It makes them feel more a part of an organization."

Mr. Cooke added that LMCs help to overcome the feeling that the boss is somebody apart who is not interested in participating in the problems faced by his employees.

Quality and Waste

Wasted material, wasted time, wasted human effort—and loss of the money involved—can be reduced "a great deal" through the use of plant labour-management committees, said J. R. Stuart, personnel manager for the City of Winnipeg. "The role of LMCs in waste reduction programs is to keep everybody aware of the cost of waste," he said. He suggested, by way of example, that the extra time a labour-management committee might take to select the right material for a job would often more than compensate for the waste caused through use of the wrong material.

Norman Bickell of the UAW stated that from his experience there was less waste in time, manpower and material where an LMC was operating. "It should be emphasized" he added, that the more waste there is in a plant, the less chance there is to make a profit. And the greater the reduction in profit, the more chance there is for a layoff."

To improve the quality of one's product, N. A. Esdale, manager of Display Fixtures (Manitoba) Ltd., proposed that management make an effort to improve plant morale. "Many of your problems can be

answered through the better understanding obtained in labour-management meetings," he said.

Direct comparison between the good and the bad is the way to bring quality to an employee's attention, declared Robert Hamilton, president of Local 224, United Packinghouse Workers of America, and an employee with Burns and Company Ltd. Mr. Hamilton explained that to handle a complaint at Burns, samples of a good product and a bad product are put in front of L-M committee members at a regular meeting. "We show the good product first and then the bad one. Then we find out why the second product was not made like the first and look for the reason why the quality has slipped. When we have the answers, they are brought to the attention of all our employees."

Panel moderators in addition to Mr. Cushing were S. J. Walton and A. C. Candline of the Labour-Management Co-operation Service, and W. E. Sproule of the Industrial Relations Branch, Department of Labour.

W. Elliott Wilson

W. Elliott Wilson, Manitoba Deputy Minister of Labour, delivered the closing address to the conference. Labour and management today were finding, he said, that "the things they have in common greatly outnumber the things that keep them apart." He congratulated the conference for emphasizing their joint interests and playing down their differences.

To illustrate how great was the interdependence of the two, Mr. Wilson sketched an "anatomy of industry." The shop staff, he said, was an extension of management's hands and eyes and ears. The sales staff acted as management's lips and tongue. Those employed in research represented the company's nervous system, and others engaged in distribution were an extension of the employer's feet to carry products to the market.

"There is still the heart," said Mr. Wilson. "Without it a body cannot function; without the heart of labour and management, a business will not prosper. There is no prosperity without partnership," he continued. "The difference between an enterprise with a future and one without is determined by the extent to which the hearts of labour and management beat and work together."

Mr. Wilson declared his faith in the "great potentiality" of the labour-management committee movement, and the contribution it has yet to make to industry. He urged the delegates to guard the humanness in all things—"for there is no enterprise from which the human element can be excluded"—and to set the rest of Canada an example of "statesmanship in industrial relations."

Chronic unemployment persists in the Atlantic region and the outlook is "lack of job opportunities for our people—a waste of our nation's manpower resources," says the Atlantic Provinces Economic Council in the first of a series of booklets, *The Economy of the Atlantic Region in Perspective,* released last month.

"One of the great challenges for Canada is to find a way to attain a better balance in economic development among the several regions that constitute the nation. This is essentially a national problem," the booklet states.

The booklet is based on a paper presented to the 1960 annual meeting of the Council by Council Executive Vice-President Nelson Mann. It cites statistics regarding particular industries to show the low level of per capita income and the high level of unemployment in the Atlantic Provinces compared with the rest of Canada.

The labour force participation rate is lower in the Atlantic Provinces than in the rest of Canada—about 45 per cent in Newfoundlland, about 57 per cent in Ontario—and unemployment tends to be high among those who do participate. Nowhere in Canada is seasonal unemployment a greater problem than in the Atlantic Provinces, the booklet says.

In Newfoundland and New Brunswick, the Council sees promise for mineral industries, though as regards Nova Scotia, with its dependence on coal, it finds it "difficult to be optimistic . . . particularly in the short run." It expects that the Atlantic Provinces will share in the "vigorous expansion" of the service industries in the years ahead, but even here the growth of employment will be held back if "some shift of Canadian industrial development to the Atlantic Provinces does not take place."

Latest Labour Statistics

(Latest available statistics at March 15, 1962)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Manpower				
Total civilian labour force (a) (000)	February	6,423	+ 0.2	+ 0.9
Employed (000)	February	5,840	− 0.4	+ 3.5
Agriculture (000)	February	574	− 0.2	+ 0.7
Non-agriculture (000)	February	5,266	− 0.4	+ 3.8
Paid workers (000)	February	4,770	− 0.3	+ 3.7
At work 35 hours or more (000)	February	5,015	− 0.5	N.A.
At work less than 35 hours (000)	February	666	− 1.6	N.A.
Employed but not at work (000)	February	159	+ 7.4	N.A.
Unemployed (000)	February	583	+ 7.0	− 18.9
Atlantic (000)	February	94	+11.9	− 6.9
Quebec (000)	February	203	+13.4	− 21.9
Ontario (000)	February	161	+ 8.1	− 20.3
Prairie (000)	February	72	− 4.0	− 5.3
Pacific (000)	February	53	− 8.6	− 33.8
Without work and seeking work (000)	February	534	+ 6.5	− 18.8
On temporary layoff up to 30 days (000)	February	49	+12.8	− 20.0
Industrial employment (1949=100)	December	117.9	− 3.1	+ 2.7
Manufacturing employment (1949=100)	December	108.0	− 2.6	+ 3.7
Immigration	Year 1961	71,689	—	− 31.2
Destined to the labour force	Year 1961	34,809	—	− 35.0
Strikes and Lockouts				
Strikes and lockouts	February	44	+10.0	+144.4
No. of workers involved	February	10,855	+18.3	+578.0
Duration in man-days	February	72,070	−15.6	+254.7
Earnings and Income				
Average weekly wages and salaries (ind. comp.)	December	$77.07	− 2.2	+ 2.5
Average hourly earnings (mfg.)	December	$1.88	+ 2.2	+ 3.3
Average hours worked per week (mfg.)	December	38.8	− 5.6	+ 0.3
Average weekly wages (mfg.)	December	$72.89	− 3.6	+ 3.2
Consumer price index (1949=100)	February	129.8	+ 0.1	+ 0.7
Index numbers of weekly wages in 1949 dollars (1949=100)	December	134.6	− 3.6	+ 2.8
Total labour income $000,000	December	1,615	− 2.6	+ 5.6
Industrial Production				
Total (average 1949=100)	January	172.6	− 0.7	+ 8.0
Manufacturing	January	148.9	− 1.7	+ 7.7
Durables	January	145.1	− 1.0	+ 9.6
Non-durables	January	152.1	− 2.3	+ 6.3

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also Tables A-1 to A-3, pages 371 and 372; see also page 275, February issue.

54429-6—3

Employment and Unemployment, February

The changes in employment and unemployment between January and February were about in line with seasonal patterns. Employment declined by 24,000 during the month, and unemployment increased by 38,000.

Since mid-1961 the labour force has shown little change apart from seasonal movements, in contrast to its steady and rapid growth over the past decade. In February, the estimated labour force was 60,000, or about 1 per cent, higher than a year earlier. Employment, however, was up 196,000 or 3.5 per cent over the year—one of largest margins in the past five years—rising to 5,840,000 from 5,644,000. Unemployment, at 583,000, was 136,000 lower than a year earlier.

In the week ended February 17, the labour force was estimated at 6,423,000, up from 6,409,000 in January and from 6,363,000 in February 1961.

Employment

Employment in non-farm industries declined slightly from January to February and farm employment declined even less.

There was some increase in employment in service and manufacturing. The main decreases during the month were in trade, construction, forestry and mining.

Of the estimated 5,840,000 employed, 4,202,000 were men and 1,638,000 were women. A month earlier there were 4,212,000 employed men and 1,652,000 employed women; a year earlier, 4,038,000 men, 1,606,000 women.

Employment in agriculture was estimated at 574,000 in February, 570,000 a year earlier. Non-agricultural employment was 5,266,000 in February, 5,074,000 in February last year.

The demand for male workers has strengthened noticeably over the year. The number of employed men increased by 164,000, of employed women by 32,000. As in previous months, the major part of the year-to-year increase was in service and manufacturing. Moderate increases occurred also in trade and construction. In other industries, employment levels were maintained at year-earlier levels.

The strongest gains in manufacturing employment were in durable goods industries. Electrical apparatus and shipbuilding showed particularly strong advances. Smaller, though still considerable gains occurred in wood products and in the automotive and automotive parts industries.

Employment was fairly well maintained during the month and continued higher than a year earlier in all regions.* Year-to-year gains varied from just under 2 per cent in Ontario to a little better than 6 per cent in the Pacific region.

Unemployment

Unemployment increased by 38,000 to 583,000 between January and February. The February figure represented 9.1 per cent of the labour force, well down from the 11.3 per cent of a year earlier. About 95 per cent of the decrease during the year was among unemployed men. The January figure represented 8.5 per cent of the labour force.

About two thirds of the rise in unemployment over the month was in the Quebec region, where many workers were released as a result of a seasonal decline in pulp-cutting operations. The Ontario and Atlantic regions experienced smaller increases. There were actually decreases in the Prairie and Pacific regions.

About 44,000 of the 583,000 unemployed in February were on temporary layoff. Another 89,000 had been released from their jobs since the previous month, and 260,000 had been jobless for one to three months. These three groups together accounted for two thirds of the total.

Of the 539,000 without work and seeking work, 514,000 were seeking full-time work, 25,000 part-time work.

An estimated 116,000 had been without jobs for four to six months, and 74,000 had been without jobs for seven months or more.†

About three of every ten unemployed workers in February were under 25 years of age, four were from 25 to 44 years old and three were 45 years or over.

Atlantic

Employment in the Atlantic region remained stable between January and February. Minor seasonal declines took place during the month in forestry and construction, but there were offsetting gains in manufacturing, trade and service.

Activity in iron and steel manufacturing increased somewhat during February from the low level of the previous month, and the railway rolling stock industry showed a slight improvement. In other parts of

**See* Table A-1, page 371.

†See Table A-3, page 372.

manufacturing, employment levels were generally well maintained.

Unemployment in February, at 94,000, was 16.2 per cent of the labour force, compared with 84,000 or 14.7 per cent a month earlier and 101,000 or 18.0 per cent a year earlier.

Employment in February, at 487,000, was 26,000 or 5.6 per cent higher than a year earlier. The increase was fairly widely distributed among the major industry divisions, with gains in forestry, construction, service and manufacturing. The main strengthening in manufacturing was in shipbuilding, which showed a marked improvement over the year. Employment levels were lower than a year earlier in iron and steel manufacturing and railway rolling stock.

In the week ended February 17, the Atlantic labour force was estimated at 581,000, up slightly from 571,000 in January. In February last year it was 562,000.

Quebec

Employment in the Quebec region declined seasonally between January and February. Most of the decline was in outdoor activities. Pulp-cutting and log-hauling operations were completed in many areas, and construction activities were reduced as a result of extremely cold weather.

Manufacturing employment was maintained at the level of the previous month, both consumer goods and capital goods showing continuing strength. Seasonal layoffs occurred in certain parts of manufacturing but were generally of shorter duration than in previous years. Many areas reported a continued high level of employment in textiles.

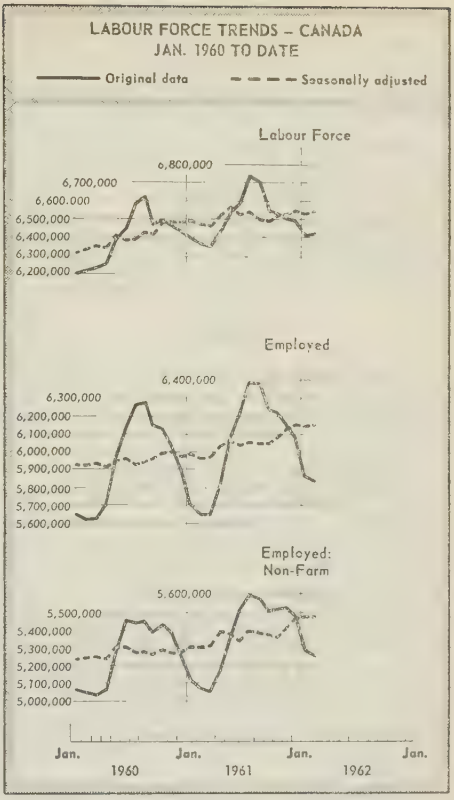
New orders for locomotives and railway rolling stock resulted in the recall of former employees and there were renewed demands for qualified workers in the shipbuilding industry.

Unemployment in February, at 203,000, was 11.3 per cent of the labour force, down from 260,000 or 14.5 per cent a year ago but up from 179,000 or 10.0 per cent in January.

Employment increased by 58,000, or 3.8 per cent, over a year ago, the largest year-to-year increase for the month since 1957. It was estimated at 1,596,000; in January 1961 it was 1,538,000.

The improvement was mainly in manufacturing and the service industries. In manufacturing the greatest employment gains occurred in textile and leather goods, railway rolling stock and shipbuilding.

Construction employment was also higher than a year ago, mainly because of increased residential construction. Employment in forestry was somewhat lower than last year.



In the week ended February 17, the Quebec labour force was estimated at 1,799,000. The month before it was 1,795,000 and the year earlier, 1,798,000.

Ontario

Employment in Ontario declined seasonally between January and February. More than half of the decrease was in agriculture. In non-agricultural industries, employment changes during the month were generally small and largely offsetting. Manufacturing employment showed continuing strength, particularly in textiles, chemicals and most durable goods industries.

Unemployment in February, at 161,000, was 6.8 per cent of the labour force, compared with 149,000 or 6.3 per cent in January and 202,000 or 8.6 per cent a year earlier.

The February employment estimate, 2,193,000, was slightly lower than that for January, 2,211,000, but 41,000 above the 2,152,000 in February 1961.

Non-farm employment was 54,000 or 2.7 per cent higher than a year earlier; farm employment was 13,000 lower. The

54429-6—3½

service-producing industries and manufacturing, led by electrical goods, primary iron and steel, automobiles, rubber products and textiles, accounted for much of the year-to-year employment gain.

Higher employment was also evident in forestry, but employment was down slightly in mining and construction.

In the week ended February 17, the Ontario labour force was estimated at 2,354,000, the same as a year earlier; in January it was estimated at 2,360,000.

Prairie

Employment in the Prairie region remained fairly stable between January and February, as it usually does at this time of year.

Manufacturing employment showed a slight rise, making up for a small decline in mining. Activity in the construction industry remained unchanged during February, despite the fact that extremely cold weather persisted throughout the month. Construction employment was maintained at a relatively high level all winter.

Unemployment in February, at 72,000, was 6.5 per cent of the labour force, compared with 75,000 or 6.8 per cent in January and 76,000 or 7.1 per cent a year earlier.

Employment in February was 40,000, or 4.0 per cent, higher than a year earlier. The construction industry showed the most marked improvement, with strengthening in residential, commercial and engineering construction. Year-to-year gains also took place in agriculture and service.

Mining employment was maintained at last year's level, despite reduced labour requirements in oil fields. In manufacturing, employment was slightly higher than a year ago.

In the week ended February 17, the Prairie labour force was estimated at 1,108,000, only slightly higher than the 1,106,000 in January; in February 1961 it was estimated at 1,072,000.

Pacific

Employment in the Pacific region showed little change between January and February. The employment estimate in February was 528,000; in January it was 519,000, and in February last year, 497,000.

Activity in the lumber industry increased seasonally; most sawmills were back in operation and in some mills additional shifts were started. As a result, the recall lists in many areas were exhausted and shortages of certain qualified workers were reported. Forestry operations were hampered in some areas by unfavourable hauling conditions. Construction employment showed little change from the previous month.

Unemployment in February, at an estimated 53,000, was 9.1 per cent of the labour force, compared with 58,000 or 10.1 per cent a month earlier and 80,000 or 13.9 per cent a year earlier.

Employment was 31,000 or 6.2 per cent higher than a year earlier. Most of the increase was in the service-producing industries. Manufacturing also showed some improvement, particularly in lumber products and shipbuilding.

An early spring breakup with its resulting road restrictions, combined with increased mechanization of forestry operations, were responsible for a year-to-year decline in forestry employment. Construction employment was lower than last year, partly because of unfavourable weather.

In the week ended February 17, the Pacific labour force was estimated at 581,000, which was slightly higher than the 577,000 a month and a year earlier.

—Prepared by D.B.S. and Department of Labour

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	February 1962	February 1961	February 1962	February 1961	February 1962	February 1961
Metropolitan	7	11	5	1	.....	.....
Major Industrial	17	19	9	7	.....	.....
Major Agricultural	6	10	8	4	.....	.....
Minor	38	46	19	11	1	1
Total	68	86	41	23	1	1

CLASSIFICATION OF LABOUR MARKET AREAS—FEBRUARY

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Calgary Edmonton Quebec-Levis St. John's Vancouver-New Westminster Windsor Winnipeg	Halifax →HAMILTON Montreal Ottawa-Hull Toronto		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Brantford Corner Brook Cornwall Fort William-Port Arthur Farnham-Granby Joliette Lac St. Jean Moncton New Glasgow Niagara Peninsula Peterborough ROUYN-VAL D'OR ← Shawinigan Sherbrooke Sydney TIMMINS-KIRKLAND LAKE ← Trois Rivieres	Guelph Kingston Kitchener London Oshawa Saint John Sarnia Sudbury Victoria		
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more agricultural)	Charlottetown Lethbridge Prince Albert Riviere du Loup Thetford-Lac Megantic-St. Georges Yorkton	Barrie Brandon Chatham Moose Jaw North Battleford Red Deer Regina Saskatoon		
MINOR AREAS (labour force 10,000-25,000)	Bathurst Beauharnois Bracebridge Bridgewater Campbellton Chilliwack Cranbrook Dauphin Edmundston FREDERICTON ← Gaspe Grand Falls Kamloops Kentville LACHUTE-STE. THERESE ← Lindsay Medicine Hat Montmagny Newcastle Okanagan Valley Owen Sound Pembroke Portage la Prairie Prince George-Quesnel Prince Rupert Quebec North Shore Rimouski Ste. Agathe-St. Jerome St. Stephen Sorel Summerside Trail-Nelson Truro Valleyfield Victoriaville WEYBURN ← Woodstock, N.B. Yarmouth	Belleville-Trenton Brampton Central Vancouver Island Dawson Creek Drumheller Drummondville Galt Goderich Listowel North Bay St. Hyacinthe St. Jean St. Thomas →SAULT STE. MARIE Simcoe Stratford Swift Current Walkerton Woodstock-Tillsonburg	Kitimat	

The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 275, February issue.

Collective Bargaining in February

During February, the **United Auto Workers** concluded a three-year agreement with **Massey-Ferguson** after four months of negotiations and a seven-hour strike which occurred on February 2. Approximately 4,100 employees at plants in Toronto, Brantford and Woodstock are covered by the new contract, which provides for three wage increases of 6 cents an hour for day workers and skilled trades and of 5 cents an hour for incentive workers, with retroactive pay of 6 cents an hour for time worked from December 16, 1961 to February 15, 1962. The cost-of-living allowance formula (1 cent for each .6 points change in the consumer price index) has been retained but 3 cents of the allowance will be used to pay part of the cost of improvements in fringe benefits. These include increases in basic and supplementary pensions, S.U.B., group life insurance and a higher weekly sickness indemnity. Massey-Ferguson will continue to pay for hospital and medical insurance for employees and, in addition, will pay 50 per cent of the premiums for employees retiring after December 15, 1961. Other features of the settlement include a higher shift premium, three days bereavement leave (formerly one day) and four weeks vacation after 25 years of service.

In the automobile industry, the United Auto Workers signed a three-year agreement with **Studebaker-Packard of Canada** in Hamilton, where about 400 plant workers are employed. Essentially, the terms of settlement closely resemble those of the General Motors and Ford agreements concluded during the two previous months. Studebaker-Packard agreed to three annual improvement factor wage increases of 6 cents an hour during the life of the contract and to retain the cost-of-living allowance formula (1 cent for each .6 points change in the consumer price index), with 1 cent of the allowance to be applied to increased welfare costs. Weekly S.U.B. was increased to 62 per cent of before-tax earnings plus $1.50 per dependent up to four dependents (previously 65 per cent of weekly after-tax straight-time pay); a new short work week benefit was also adopted. The basic pension is now $2.80 a month per year of service (formerly $2.50) and a supplementary pension of $1.80 a month per year of service will be paid between the ages of 65 and 70. Besides continuing to pay employees' hospital and medical insurance premiums, the company agreed to pay 50 per cent of the hospital and medical insurance premiums for pensioners. Group life insurance was increased from $4,000 to $4,500 and insurance for accidental death and dismemberment was raised to $6,000 (formerly $5,500). In addition, the weekly sickness indemnity was increased from $40 to $45.

On February 19, the plant employees of **Chrysler Corporation** in Windsor went on strike. The company and the United Auto Workers agreed, however, that union members would carry out vital repairs and maintenance. As the strike continued into March, company and union negotiators held regular meetings in order to resolve the dispute.

Also in Windsor, the United Auto Workers were bargaining on behalf of some 500 office employees at **Ford Motor Company of Canada** for the renewal of a contract that had expired February 15. By the end of the month, no agreement had been reached.

Collective bargaining between the 15 unions representing 110,000 non-operating railway employees and the **C.N.R.** and **C.P.R.** continued during the month. As an alternative to the unions' proposal for a job security formula

that would limit any reduction in the number of employees with five or more years seniority to one per cent a year, the railways suggested plans for guaranteeing work or income for employees with 20 or more years seniority with severance pay for those with more than eight years seniority. The unions did not accept the companies' proposals, and both parties made separate requests for conciliation, with the unions favouring direct recourse to a conciliation board and the railways requesting the services of a conciliation officer.

The **Brotherhood of Locomotive Engineers**, whose contracts with the C.N.R. and C.P.R. had expired early in 1961, reported that its members across Canada had authorized strike action in a vote that began in December, 1961. The companies had accepted the majority recommendations of two conciliation boards and then proceeded to implement the boards' proposals in January. The unions had rejected the boards' recommendations.

During the month, the **Public Service Employees**, who have been negotiating for approximately 9,500 **Ontario Hydro Electric Power Commission** workers since March 1961, rejected the majority recommendations of a conciliation board and went forward with a strike vote. The majority report suggested a two-year agreement that would provide for two wage increases, each of 2 per cent, and discontinue the current cost-of-living escalator clause. These recommendations were accepted by Ontario Hydro. The minority report recommended wage increases of 4 per cent each year of a two-year agreement and the retention of the cost-of-living allowance provision.

In the fur dressing industry, the fur dressing and dyeing locals of the **Butcher Workmen** signed a three-year master agreement with the **Fur Trade Association of Canada,** which represents 26 firms in Montreal, Toronto and Winnipeg. The settlement covers 1,000 workers. The new agreement, ratified on February 20 after a six-week strike, entitles hourly paid workers to a wage increase of 18 cents an hour the first year and 12½ cents an hour in each of the two succeeding years of the contract; the companies agreed to increase the wages of piece workers by 6 per cent in 1962 and by 5 per cent in 1963. The terms of settlement also include higher company contributions to the pension and sick benefit plans.

At the end of February, the Ontario Labour Relations Board conducted a pre-hearing representation vote among 17,000 employees of **International Nickel Company** at Sudbury, Ontario. The **Steelworkers** had requested this vote in December in their efforts to displace the **Mine, Mill and Smelter Workers** as the miners' bargaining agent. Negotiations to renew a contract between the company and the Mine, Mill and Smelter Workers, which expired January 2, have been held in abeyance during the contest between the two unions.

The Steelworkers have been trying to succeed the Mine, Mill and Smelter Workers at other locations as well. In December, the Steelworkers won a representation vote at the International Nickel Company's Port Colborne refinery. Their application for certification at the company's Thompson, Man., mine in January was followed in February by a request for a representation vote. Also in February, they applied for bargaining rights at the **Falconbridge Nickel Mines** in Sudbury.

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During March, April and May

(except those under negotiation in February)

Company and Location	Union
Abitibi Power & Paper & subsids., Que., Ont. & Man.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Acme, Borden's & other dairies, Toronto, Ont.	Teamsters (Ind.)
Alta. Govt. Telephones	I.B.E.W., (AFL-CIO/CLC) (traffic empl.)
Anglo-Nfld. Development, Grand Falls, Nfld.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Bakeries (various), Greater Vancouver, B.C.	Bakery Wkrs. (CLC)
Breweries (various), Winnipeg, Man.	Brewery Wkrs. (AFL-CIO/CLC)

Company and Location	Union
Burns & Co. (Eastern), Kitchener, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Can. Iron Foundries, Three Rivers, Que.	Moulders (AFL-CIO/CLC)
Can. Packers (8 plants), Canada-wide	Packinghouse Wkrs. (AFL-CIO/CLC)
Can. Wire & Cable, Leaside, Ont.	U.E. (Ind.)
Cdn. Car, Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Marconi, Montreal, Que.	Empl. Council (Ind.)
Collingwood Shipyards, Collingwood, Ont.	CLC-chartered local
C.P.R., System-wide	Trainmen (AFL-CIO/CLC) (dining car staff)
David & Frere, Montreal, Que.	Empl. Assn. (Ind.)
Dom. Rubber (Tire Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dunlop Canada, Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dunlop Canada, Whitby, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
DuPont of Can., Kingston, Ont.	Mine Wkrs. (Ind.)
East. Can. Newsprint Grp., Que. & N.S.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
E. B. Eddy, Hull, Que.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Electro Metallurgical, Welland, Ont.	U.E. (Ind.)
Falconbridge Nickel, Falconbridge, Ont.	Mine, Mill & Smelter Wkrs. (Ind.)
B. F. Goodrich Canada, Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Kimberley-Clark Paper, Terrace Bay, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), I.B.E.W. (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
Manitoba Hydro	I.B.E.W. (AFL-CIO/CLC)
Marathon Corp., Marathon, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
McCormick's Ltd., London, Ont.	Millers (AFL-CIO/CLC)
Montreal General Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Ont.-Minnesota Paper, Fort Frances & Kenora, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Ontario Paper, Thorold, Ont.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Power Super Markets, Toronto, Hamilton, Oshawa, Ont.	Butcher Workmen (AFL-CIO/CLC)
Price Bros., Dolbeau, Kenogami & Shipshaw, Que.	Woodcutters, Farmers Union (Ind.)
Price Bros., Kenogami & Riverbend, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Provincial Paper, Thorold, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)
Que. North Shore Paper, Baie Comeau, Que.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Sask. Government	Sask. Civil Service (Ind.) (labour services)
Sask. Power Corp.	Oil Wkrs. (AFL-CIO/CLC)
Shawinigan Chemicals, Shawinigan, Que.	CNTU-chartered local
Steep Rock Mines, Steep Rock Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Swift Cdn. (6 plants), Canada-wide	Packinghouse Wkrs. (AFL-CIO/CLC)
White Spot Restaurants, Vancouver & Victoria, B.C.	Empl. Union (Ind.)

Part II—Negotiations In Progress During February

Bargaining

Company and Location	Union
Algoma Ore Properties, Wawa, Ont.	Steelworkers (AFL-CIO/CLC)
Aluminum Co., Kingston, Ont.	Steelworkers (AFL-CIO/CLC)
Asbestos Corp. & others, Thetford Mines, Que.	Mining Empl. Federation (CNTU)
Assn. des Marchands Detaillants (Produits Alimentaires), Quebec, Que.	Commerce Empl. Federation (CNTU)
Auto dealers, garages, (various), Vancouver, B.C.	Machinists (AFL-CIO/CLC)
Automatic Electric, Brockville, Ont.	I.U.E. (AFL-CIO/CLC)
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Telephone & subsidiaries	B.C. Telephone Wkrs. (Ind.)
Brewers' Warehousing, province-wide, Ont.	Brewery Wkrs. (AFL-CIO/CLC)
Burns & Co. (6 plants), Western Canada	Packinghouse Wkrs. (AFL-CIO/CLC)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Can. Steamship Lines, Ont. & Que.	Seafarers (AFL-CIO)
Cdn. Canners, Vancouver, Penticton & Ashcroft, B.C.	Packinghouse Wkrs. (AFL-CIO/CLC)
Cdn. Celanese, Sorel, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Cdn. Johns-Manville, Asbestos, Que.	Mining Empl. Federation (CNTU)
Cdn. Marconi, Montreal, Que.	Salaried Empl. Assn. (Ind.)

Company and Location	Union
Clothing Mfrs. Assn., Quebec, Farnham & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
Cluett Peabody, Kitchener & Stratford, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
C.N.R., C.P.R., other railways, system-wide	15 unions (non-operating empl.)
Consolidated Mining & Smelting, Kimberley & Trail, B.C.	Mine, Mill & Smelter Wkrs. (Ind.)
Dairies (various), Vancouver & New Westminster, B.C.	Teamsters (Ind.)
Dom. Engineering Works, Lachine, Que.	Machinists (AFL-CIO/CLC)
Dom. Structural Steel, Montreal, Que.	Mine Wkrs. (Ind.)
Donahue Bros., Clermont, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Dosco (Wabana Mines), Bell Island, Nfld.	Steelworkers (AFL-CIO/CLC)
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC)
Eastern Can. Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta.	I.B.E.W. (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Electric Auto-Lite, Sarnia, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Firestone Tire & Rubber, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Fisheries Assn., B.C.	United Fishermen (Ind.) (tendermen)
Fisheries Assn. & Cold Storage Cos. B.C.	United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wkrs.)
Food Stores (various), Vancouver, Victoria & New Westminster, B.C.	Retail Clerks (AFL-CIO/CLC)
Ford of Canada, Windsor, Ont.	Auto Wkrs. (AFL-CIO/CLC) (office empl.)
Fry-Cadbury, Montreal, Que.	Bakery Wkrs. (CLC)
Fur Mfrs. Guild, Montreal, Que.	Butcher Workmen (AFL-CIO/CLC)
Garment Mfrs. Assn., Winnipeg, Man.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Glove Mfrs. Assn., Montreal, St. Raymond, Loretteville, St. Tite, Que.	Clothing Wkrs. Federation (CNTU)
Goodyear Tire & Rubber, New Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hospitals (11), Montreal & district, Que.	Service Empl. Federation (CNTU)
Hotel Chateau Frontenac (C.P.R.), Quebec, Que.	Railway, Transport & General Wkrs. (CLC)
Hotel Chateau Laurier (C.N.R.), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
Hotel Empress (C.P.R.), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)
Hotel Vancouver, Vancouver, B.C.	Railway, Transport & General Wkrs. (CLC)
John Inglis, Toronto, Ont.	Steelworkers (AFL-CIO/CLC)
International Harvester, Hamilton, Ont.	Steelworkers (AFL-CIO/CLC)
Kelly, Douglas, company-wide, B.C.	Empl. Assn. (Ind.)
Lake Asbestos of Que., Black Lake, Que.	Mining Empl. Federation (CNTU)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (linemen)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (telephone operators)
Manitoba Telephone	Man. Telephone Assn. (Ind.) (clerical empl.)
National Harbours Board, Montreal, Que.	Railway Clerks (AFL-CIO/CLC)
Nfld. Employers' Assn., St. Johns, Nfld.	Longshoremen's Protective Union (Ind.)
Northern Electric, Belleville, Ont. & Montreal, Que.	Empl. Assn. (Ind.) (plant empl.)
Northern Electric, Montreal, Que.	Office Empl. Assn. (Ind.)
North York Township, Ont.	Public Empl. (CLC) (outside empl.)
Ottawa City, Ont.	Public Empl. (CLC)
Pacific Press, Vancouver, B.C.	Newspaper Guild (AFL-CIO/CLC)
Philips Electronics, Toronto, Ont.	I.B.E.W. (AFL-CIO/CLC)
Ready-mix concrete (4 cos.), Toronto, Ont.	Teamsters (Ind.)
Regina General Hospital, Regina, Sask.	Public Empl. (CLC)
Rio Algom Mines (Milliken Mine), Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Rio Algom Mines (Nordic Mine), Algoma Mills, Ont.	Steelworkers (AFL-CIO/CLC)
Steinberg's Ltd., Island of Montreal, Que.	Empl. Protective Assn. (Ind.)
Toronto City, Ont.	Public Empl. (CLC) (inside empl.)
Toronto Metro. Municipality, Ont.	Public Empl. (CLC) (inside empl.)
Toronto Metro. Municipality, Ont.	Public Empl. (CLC) (outside empl.)
Vancouver City, B.C.	Civic Empl. (Ind.) (outside empl.)
Vancouver City, B.C.	Fire Fighters (AFL-CIO/CLC)
Vancouver City, B.C.	Public Empl. (CLC) (inside empl.)
Vancouver Police Commissioners Bd., B.C.	B.C. Peace Officers (CLC)
Conciliation Officer	
Assn. Patronale des Services Hospitaliers, (5 hospitals), Drummondville & other points, Que.	Service Empl. Federation (CNTU)
Avro & Orenda Engines, Malton, Ont.	Machinists (AFL-CIO/CLC) (plant empl.)
Building material suppliers, Vancouver & Fraser Valley, B.C.	Teamsters (Ind.)
Cdn. Steel Foundries, Montreal, Que.	Steel & Foundry Wkrs. (Ind.)
Dominion Glass, Hamilton, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dominion Stores, Toronto, Hamilton & other locations, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Hiram Walker & Sons, Walkerville, Ont.	Distillery Wkrs. (AFL-CIO/CLC)
Imperial Tobacco & subsidiaries, Ont. & Que.	Tobacco Wkrs. (AFL-CIO/CLC)

Company and Location	Union
Motor Trans. Ind. Relations Bureau, Ont.	Teamsters (Ind.) (drivers)
Motor Trans. Ind. Relations Bureau, Ont.	Teamsters (Ind.) (mechanics)
Phillips Electrical, Brockville, Ont.	I.U.E. (AFL-CIO/CLC)
Safeway, Shop-Easy & others, Victoria, Vancouver & New Westminster, B.C.	Butcher Workmen (AFL-CIO/CLC)
Toronto Electric Commissioners, Ont.	Public Service Empl. (CLC)
Victoria Hospital, London, Ont.	Building Service Empl. (AFL-CIO/CLC)

Conciliation Board

Avro & Orenda Engines, Malton, Ont.	Machinists (AFL-CIO/CLC) (salaried empl.)
Cdn. Celanese, Drummondville, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
C.N.R., system-wide	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
C.N.R., system-wide	Trainmen (AFL-CIO/CLC)
C.P.R., system-wide	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
C.P.R., system-wide	Trainmen (AFL-CIO/CLC)
Cyanamid of Canada, Welland, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Dom. Textile, Montreal, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Lake Carriers' Assn., eastern Canada	Seafarers (AFL-CIO)
Montreal Cottons, Valleyfield, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Normetal Mining, Normetal, Que.	Steelworkers (AFL-CIO/CLC)
Ontario Hydro, company-wide	Public Service Empl. (CLC)
Quemont Mining, Noranda, Que.	Steelworkers (AFL-CIO/CLC)
Smith Transport, Kingsway Transport & others, Ont. & Que.	Teamsters (Ind.)

Post-Conciliation Bargaining

Campbell Chibougamau Mines, Chibougamau, Que.	Steelworkers (AFL-CIO/CLC)
C.N.R., system-wide	Locomotive Engineers (Ind.)
C.P.R., system-wide	Locomotive Engineers (Ind.)
Dom. Textile, Montmorency, Sherbrooke, Magog & Drummondville, Que.	Textile Federation (CNTU)
Noranda Mines, Noranda, Que.	Steelworkers (AFL-CIO/CLC)

Arbitration

Hotel Dieu St. Vallier, Chicoutimi, Que.	Service Empl. Federation (CNTU)
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)

Work Stoppage

Chrysler Corporation, Windsor, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Hotel Royal York (CPR), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC)

Part III—Settlements Reached During February

(A summary of major terms on the basis of information immediately available. Figures for the number of employees covered are approximate.)

ANACONDA AMERICAN BRASS, NEW TORONTO, ONT.—AUTO WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 1,000 empl.—wage increase of 5¢ an hr. eff. Jan. 22, 1962 and further wage increases of 6¢ an hr. eff. Jan. 22, 1963 and 1964; sickness and accident benefit increased to $45 a wk. (previously $40); labourer's rate after Jan. 22, 1964 will be $2.11 an hr.

B.C. ELECTRIC, COMPANY-WIDE, B.C.—OFFICE EMPL. (AFL-CIO/CLC): 1-yr. agreement covering 1,200 empl.—salary increase of $5.20 a mo.; 3 wks. vacation after 5 yrs. of service (previously after 8 yrs.).

C.B.C., COMPANY-WIDE—MOVING PICTURE MACHINE OPERATORS (AFL-CIO/CLC): 2-yr. agreement covering 1,500 empl.—wage increases of 3% eff. Jan. 1, 1962 and 2% eff. Jan. 1, 1963; shop-helper's rate after Jan. 1, 1963 will be $2,802 a yr.

CONSOLIDATED PAPER, SHAWINIGAN, QUE.—PAPER MAKERS (AFL-CIO/CLC) AND PULP AND PAPER MILL WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 750 empl.— wage increase of 5¢ an hr. retroactive to May 1, 1961 and a further increase of 5¢ an hr. eff. May 1, 1962; additional paid holiday, making a total of 7; evening and night shift premiums increased to 6¢ and 9¢ respectively (formerly 5¢ and 8¢) retroactive to May 1, 1961, and increased further to 7¢ and 10¢ eff. May 1, 1962; labourer's rate after May 1, 1962 will be $2.03 an hr.

DOSCO, CDN. BRIDGE, WALKERVILLE, ONT.—STEELWORKERS (AFL-CIO/CLC): 1-yr. agreement covering an average of 500 empl.—no wage changes from previous agreement; pension increased to $115 (formerly $75); labourer's rate is $1.79½ an hr.

ELDORADO MINING, ELDORADO, SASK.—MINE, MILL & SMELTER WKRS. (IND.): 3-yr. agreement covering 500 empl.—wage increase of 4¢ an hr. retroactive to Jan. 1, 1962 plus additional wage increases of 3% and 5% eff. Jan. 1, 1963 and Jan. 1, 1964 respectively; hours of work reduced from 44 to 42 eff. Jan. 1, 1963 and to 40 the following yr.; afternoon, night and graveyard shift premiums increased to 6¢, 7¢ and 9¢ respectively (previously 4¢, 6¢ and 8¢); labourer's rate after Jan. 1, 1964 will be $2.19 an hr.

Fur Trade Association of Canada, Montreal, Toronto and Winnipeg—Butcher Workmen (AFL-CIO/CLC): 3-yr. agreement covering 1,000 empl.—retroactive pay of $25 for empl. on the payroll between Oct. 1, 1961 and Jan. 10, 1962 who worked at least 120 hrs. (empl. who worked less than 120 hrs. will receive 18¢ an hr.); wage increases for hourly-paid wkrs. of 18¢ an hr. eff. Feb. 1, 1962 and 12½¢ an hr. eff. Feb. 1, 1963 and 1964; wage increases for piece wkrs. of 6% eff. Feb. 1, 1962 and 5% eff. Feb. 1, 1963; company contributions to sick benefit and pension fund increased from 3½% to 5%.

House of Seagrams, Que., Ont. & B.C.—Distillery Wkrs. (AFL-CIO/CLC): 2-yr. agreement covering 1,500 empl.—wage increase of 5% retroactive to Sept. 1, 1961; further increase of 4% eff. Sept. 1, 1962; 4 wks. vacation after 20 yrs. of service (previous maximum was 3 wks. after 10 yrs. of service); evening and night shift premiums increased to 10¢ and 15¢ respectively (formerly 8¢ and 13¢); general helper's rate at the end of the agreement will be $2.20 an hr.

Maritime Tel. & Tel. & Eastern Electric, company-wide, N.S.—I.B.E.W. (AFL-CIO/CLC) (plant empl.): 1-yr. agreement covering 550 empl.—wage increases ranging from $2.50 to $6.40 per wk.; utility man's rate will be $61 per wk.

Massey-Ferguson, Toronto, Brantford & Woodstock, Ont.—Auto Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 4,100 empl.—3 wage increases of 6¢ an hr. for day workers and skilled trades, and 5¢ an hr. for incentive workers eff. Feb. 16, 1962, Dec. 15, 1962 and Dec. 15, 1963 respectively; retroactive pay of 6¢ an hr. for hrs. worked from Dec. 16, 1961 to Feb. 15, 1962; cost of living allowance formula (1¢ for each .6 points change in the consumer price index) continued with 3¢ of allowance being applied to welfare costs; basic pension increased to $2.80 a mo. per yr. of service (previously $2.40 and $2.50); supplementary pension between ages of 65 and 70 increased to $1.80 a mo. per yr. of service (previously 40¢) for a maximum of $55 a mo.; at age 70, supplementary pension reduced to 40¢ a mo. per yr. of service (maximum $10 a mo.); company-paid group life insurance increased from $3,000 to $4,500, weekly sickness indemnity from $35 to $45; company will continue to pay full premiums for hospital and medical insurance for active empl. and will pay full premiums for empl. on S.U.B. up to a maximum of 12 mos. (formerly 1 mo.); company will pay 50% of hospital and medical coverage for empl. retiring after Dec. 15, 1962 and their dependents; S.U.B. increased to 62% of before-tax earnings (previously 65% of after-tax straight-time pay) plus $1.50 for each dependent up to a maximum of 4 dependents; maximum weekly S.U.B. increased from $30 to $40; for scheduled short work weeks, S.U.B. will be 65% of hourly rates for each hour less than 40, for unscheduled short work weeks, 50% of hourly rates for each hour less than 40; separation pay increased by 25%; shift premium increased from 7¢ to 9¢; bereavement pay to be provided for a maximum of 3 days (formerly 1 day); 4 wks. vacation after 25 yrs. of service (previous maximum was 3 wks. after 15 yrs.); labourer's rate after Dec. 15, 1963 will be $1.99 an hr.

Que. Natural Gas, company-wide—Chemical Wkrs. (AFL-CIO/CLC): 2-yr. agreement covering 650 empl.—wage increase of 3¢ an hr. retroactive to Nov. 1, 1961 for empl. earning $1.55 an hr.; wage increases of 5¢ an hr. for empl. in lower and upper wage categories and 3¢ an hr. for empl. in middle wage categories eff. Aug. 1, 1962; wage increase of 5¢ an hr. for empl. in lower and middle wage categories eff. Dec. 1, 1962; 3 wks. vacation after 12 yrs. of service (previously after 15 yrs.); new provision for 4 wks. vacation after 25 yrs. of service; labourer's rate after Dec. 1, 1962 will be $1.68 an hr.

Rowntree Co., Toronto, Ont.—Retail, Wholesale Empl. (AFL-CIO/CLC): 1-yr. agreement covering 500 empl.—wage increase of 4¢ an hr. retroactive to Jan. 1, 1962; 1 extra day's vacation for each yr. of service over 10 yrs. up to 14 yrs. (previously 2 wks. vacation for empl. with from 4 to 14 yrs. of service); labourer's rate will be $1.45 an hr.

Soo-Security Motorways, Ont., Man., Sask. & Alta.—Teamsters (Ind.): 2-yr. agreement covering 550 empl.—wage increases of 4¢ an hr. retroactive to Nov. 1, 1961 with additional hourly increases of 4¢ and 5¢ eff. May 1, 1962 and May 1, 1963 respectively; in Sask. and Alta., 4¢ an hr. cargo handling bonus eliminated (previously paid in these provinces only); highway drivers will receive mileage rate of ¼¢ in place of ¼¢ per mile safe driving bonus; in Alta., 2 wks. vacation after 1 yr. of service (previously after 2 yrs.); breakdown and waiting time increased to $1.25 an hr. (formerly $1.00); union shop in place of maintenance of membership; warehousemen's hourly rates after May 1, 1963 will be $1.65 in Ont. and Man., $1.73 in Sask. and $1.85 in Alta.

Toronto City, Ontario—Public Empl. (CLC) (outside empl.): 2-yr. agreement covering 2,500 empl.—annual wage increases of 8¢ an hr. eff. April 1, 1962 and April 1, 1963; afternoon and evening shift premiums increased to 10¢ and 12¢ (formerly 8¢ and 10¢) respectively; voluntary revocable checkoff to be applicable to new empl. when hired (previously within 60 days of employment date); new labourer's rate after April 1, 1963 will be $2.06 an hr.

Toronto City, Ontario—Fire Fighters (AFL-CIO/CLC): 2-yr. agreement covering 1,200 empl.—salary increases of 3½% eff. April 1, 1962 and 3½% a year later.

Towboat Owners' Assn., B.C.—Merchant Service Guild (CLC): 3-yr. agreement covering 650 empl.—3% salary increases eff. Oct. 1, 1962 and Oct. 1, 1963; payment to masters for excessive hours of work while vessel is at sea increased to $45 a mo. (formerly $30) eff. Jan. 1, 1962; mates' minimum hourly overtime rates increased from $2.55 to $2.65 eff. Oct. 1, 1962 and to $2.75 eff. Oct. 1, 1963; 2 additional paid holidays—Remembrance Day and Boxing Day—making a total of 9 paid holidays (formerly 7); 3 wks. vacation after 15 yrs. of service (previous maximum was 2 wks.); industry-wide sickness, accident and life insurance plan will be instituted July 1, 1962 to replace individual plans, with companies paying half the cost; after Oct. 1, 1963, Class 10 Mate's rate will be $393 a mo. and Class 10 Master's rate will be $448 a mo.

T.C.A., COMPANY-WIDE—AIR LINE PILOTS (IND.): 27-mo. agreement covering 675 empl.—general salary increase of 4½% retroactive to April 1, 1961; 3 wks. vacation after 10 yrs. of service (formerly after 12 yrs.); salaries will range from $5,000 a yr. for junior First Officers to $23,400 for senior DC-8 jet Captains.

UNION COMPOSING ROOMS, TORONTO, ONT.—TYPOGRAPHICAL UNION (AFL-CIO/CLC): 2-yr. agreement covering 1,300 empl.—wage increase of 8¢ an hr. retroactive to June 1, 1961, with additional 12¢ an hr. increases eff. Mar. 1, 1962 and Oct. 1, 1962; 3 wks. vacation after 8 yrs. of service (previously 12 yrs.); journeyman's rate after Oct. 1, 1962 will be $3.09 an hr.

Canadian Workers' College Established

Two central labour organizations and two universities join in undertaking, scheduled to open this summer. Nine of College's nineteen governors are trade unionists. Students will come principally from national trade union centres

A Canadian workers' college—chartered as an independent body—is being established in Montreal. The project is a joint undertaking by two Canadian universities and two labour congresses.

The college is aiming for an opening this summer.

The decision to establish the Canadian Workers' College was announced last month by the provisional board of governors. Nine of the nineteen governors are trade unionists; the other ten are from the two participating universities (see box).

Five of the governors from trade union ranks have been elected officers of the College.

In the first year a 14-week course will be given, in both French and English, in two seven-week sessions. The planned enrolment is 15 French- and 30 English-speaking students.

Students will come principally from the national trade union centres, although other qualified applicants will be accepted. They will be selected on the basis of merit, ability to benefit from the courses, and capacity to participate in the work of the college; university entrance qualifications will not be required.

The curriculum will cover five fields: Economics, Political Science, History, Sociology, and Trade Unionism.

Those participating in the project are: the Canadian Labour Congress, the Confederation of National Trade Unions, McGill University, and the University of Montreal.

The nucleus of the faculty will come from the two participating universities, supplemented by persons recruited from other Canadian universities and from the trade union movement.

The College will be supported with funds raised through a national campaign, to be undertaken initially within the labour movement, and subsequently through an appeal for assistance from foundations, governments, etc.

Final agreement on the inauguration of the College is contingent upon the obtaining of adequate finances and the reasonable assurance of a continuous enrolment of students for at least three years. The trade union movement has undertaken to provide students.

The first meeting of the Board of Governors, on February 1, elected the following officers for the Canadian Workers' College: Chairman of the Board, Dr. R. E. Powell; Co-chairman and Chairman of the Executive Committee, Hon. Mr. Justice André Montpetit; Vice-chairmen, Stanley Knowles and Jean Marchand; Registrar, Max Swerdlow; Executive Committee Members, Fernand Jolicoeur, Gilles Beausoleil, J. R. Mallory and Roger Provost. The principal and registrar will also be members of the seven-man executive committee.

Efforts by the trade union movement in Canada to establish a labour college have been exerted over a period of years. As early as November 1952 the Canadian and Catholic Confederation of Labour, now the CNTU, conducted a month-long session attended by 32 members of the organization (L.G. 1953, p. 20).

This first venture into labour education at the college level was initiated and headed by Fernand Jolicoeur, then and still Director of the confederation's Education Service, who is one of the CNTU representatives on the new college's board of governors. The 20 instructors were chosen from the CCCL, the Faculty of Social Sciences at Laval University, and the directors of the Laval Extension Course Centre and of the Quebec Co-operation Council. At that time the hope was expressed that this "college" would become a permanent instruction.

During the Second Constitutional Convention of the CLC in April 1958, the convention education committee urged the Congress to move "with all possible speed" toward the establishment of a Trade Union Training College (L.G. 1958, p. 606).

A resolution adopted at the Third Constitutional Convention of the CLC in April 1960 expressed regret that it had not been possible to make progress toward the establishment of a Labour College and instructed the Congess to continue its efforts toward this end (L.G. 1960, p. 569).

Acting on this instruction, the CLC made a proposal to a number of Canadian universities. When McGill University and the University of Montreal expressed interest in the proposal, a joint committee was established and the participation of the Confederation of National Trade Unions was invited.

The announcement of the establishment of the Canadian Workers' College explained that the need for a labour college arises out of the expanded role and the responsibilities of trade unions in Canada. Leaders who are deeply aware of the problems and opportunities of the trade union movement are a continuing requirement, and the training which will ensure such leadership must go beyond acquiring particular skills in negotiation and organization. A labour college, providing basic studies in the humanities and the social sciences as well as specialized instruction in the theory and practice of trade unionism, would do much to meet this need, especially if it were founded and operated with the full co-operation of the universities.

Such a college, the announcement said would open the way to higher studies for men and women who, although intellectually competent, may not meet formal university entrance requirements. For those who show particular academic ability, it could provide a bridge to a full university degree program.

Location of the College in Montreal, and the collaboration of both a French-language and an English-language university, will make possible a completely bilingual, bi-cultural institution.

The labour groups or bodies sending students to the College will be asked to defray part of the students' expenses and to help pay the salaries or wages they will be losing while studying.

Board of Governors, Canadian Workers' College

Representing the Canadian Labour Congress

Stanley Knowles, Executive Vice-President, Canadian Labour Congress
George Burt, Canadian Director, United Auto Workers
Gower Markle, Education Director, United Steelworkers
Roger Provost, President, Quebec Federation of Labour
William Smith, President, Canadian Brotherhood of Railway, Transport and General Workers
Max Swerdlow, Education Director, Canadian Labour Congress

Representing the Confederation of National Trade Unions

Jean Marchand, President, Confederation of National Trade Unions
Fernand Jolicoeur, Director of Education, Confederation of National Trade Unions
Roland Martel, Assistant Director of Education, Confederation of National Trade Unions

Representing McGill University

Dr. R. E. Powell, Chancellor of the University
J. R. Mallory, Chairman, Department of Economics and Political Science
T. R. McLagan, O.B.E., Governor of the University
J. G. Notman, O.B.E., Governor of the University
H. D. Woods, Chairman, Social Sciences Group

Representing the University of Montreal

Hon. Mr. Justice Andre Montpetit, Superior Court, Quebec
Gilles Beausoleil, Director, Industrial Relations Centre
Andre Morel, Assistant Professor, Faculty of Law
Maurice Bouchard, Secretary, Faculty of Political and Social Sciences
Andre Raynauld, Chairman, Department of Economics

Canadian Conference on Education

"Education is a key that locks the door against job insecurity and periodic unemployment," says Dr. Lewis S. Beattie, former Superintendent of Secondary Education, Ontario Department of Education, in study prepared for Conference

"Education is a key that locks the door against job insecurity and periodic unemployment," says Dr. Lewis S. Beattie, former Superintendent of Secondary Education, Ontario Department of Education, in a study prepared for the Canadian Conference on Education in Montreal on March 4 to 8.

The objective of our educational system should be that anyone who leaves it has a marketable skill, the study adds.

The study, entitled "The Development of Student Potential" and prepared with the guidance of Dr. E. F. Sheffield, Research Officer, Canadian Universities Foundation, is one of a series of nine prepared as documentation for delegates to the conference.

The study's six chapters are titled: 1—What Is Meant by Student Potential? 2—Why Are We Concerned about the Development of Student Potential? 3—What Should Be Our Goal? 4—How Well Are We Doing? 5—What Needs to Be Done? 6—What Are the Most Critical Issues?

The study concedes that there will be drops-outs at every level of our educational system. Of those who drop out of school without completing the course, some have the capacity to stay longer and profit by further schooling. Many drop out, however, "for excellent reasons, and are better out than in," the study observes. The problem is that they are not equipped to meet the present-day demand for skilled labour, while the ranks of the unemployed are swelled by a majority that is young, unskilled, and relatively unschooled.

Upon this background, the study discusses the development of "student potential" as related to drop-out and retention rates in Canadian schools. Student potential is defined for this purpose as a concept that includes not only the student's ability and drive, but also the opportunities for their development.

An individual's ability to learn depends upon his general intelligence and inherent special aptitudes, but the intensity with which he applies it is influenced by his motivation and his physical and mental health. In any case, his potential for learning is of little value until it is developed by formal education and training, informal learning, work experience, and social environment and activities.

An individual's potential for learning is not constant. It varies in nature and degree throughout his lifetime, and its development depends on proper direction, timing, and method at various stages of his progress.

The greatest part of the population has the ability to acquire and retain a body of general knowledge, to appreciate simple abstractions, and be trained in more complex skills. Comparatively few are untrainable or exceptionally talented, the study says in the chapter defining the goal of education.

Any educational system is limited in setting its goals by the extent to which the general public is willing to support it financially. It would be unrealistic to expect that our economy can afford to provide educational opportunity for the full development of each individual's potential. If goals of higher achievement are set, greater sums for facilities, personnel, and student's financial assistance will have to be provided.

The conflict between the individual's choice and the needs and objectives of the society must also be taken into account in setting a goal. Freedom of choice often leads to a wastage of talent through lack of effort or discontinuance of education.

The goal should be to seek to obtain for all, as far as practically possible, the facilities and opportunities that may exist for some. Existing conditions must, therefore, be improved in:

—methods of identifying student potential and directing its development,

—extension of diversity of opportunity as basic to equality of opportunity,

—provision of greater financial support for education and increased aid to individual students, and

—retention of the individual in the educational process according to his specific needs.

Student Drop-out

The chapter, "How Well Are We Doing?" deals with student drop-out. A number of studies on student retention in the school system indicate that at least one third of the students who have the highest potential fail to complete secondary school and thus deprive themselves of higher education. The group with the lowest potential are unlikely to progress beyond Grade X. But it is the excessive drop-out in the large middle group, which is capable of completing some high

school course if proper guidance and diversity of opportunity are provided, that has a disastrous effect upon the manpower situation and causes loss to both the individual and the economy.

Early drop-outs are caused by many factors, which when operating together present the student with seemingly unsoluble problems that he can most easily meet by leaving school. The reasons given by students when questioned by the Canadian Research Committee on Practical Education two years after they had dropped out of school were classified as follows:

Reasons	Boys	Girls
Related to school, e.g., subjects, teachers, lack of interest, etc.	53%	35%
Economic, e.g., desire to earn family income, help needed at home, etc.	26%	29%
Personal, e.g., attitude of parents, sickness, good position open, etc.	15%	17%
No reason given	18%	25%

Factors that may lead a student to take premature action that hinders his full development and thus lessens the extent of his economic independence in later life may be classified into four groups: lack of effective guidance, lack of motivation, lack of opportunity, lack of means.

Lack of Effective Guidance

The study says about the first factor that, in direct guidance, in a small school the principal plays the key role, but in a large secondary school guidance should be organized as a regular service department. A qualified counsellor who would understand the student's potential and know the opportunities in the community should assist the student in making wise educational and occupational choices. Students should be encouraged to set their educational and vocational goals early in their secondary school career.

The guidance program should be linked with all the avenues of continuing education and the fields of employment which the students will ultimately enter. The school system should provide a transition from the formal classroom instruction to the work experience on the job. A follow-up program of vocational and educational counselling could be co-ordinated by a counsellor who would offer information and guidance to young people and adults alike.

Shortage of funds, however, can prevent a school board from appointing such a counsellor. To keep up with the rapidly changing pattern of employment, individual counselling as well as social planning will have to co-operate in designing a long-term plan for national manpower development.

Lack of Opportunity

For the realization of this goal, guidance must be reinforced by diversity of educational opportunity. Individual differences are chiefly met by diversifying the curriculum into several courses and by offering options within each course and special courses for students who do not keep up with their classmates.

Experiments also along these lines are under way in different places. For example, the City of Toronto has offered, for several years now, courses in the trowel trades, painting and decorating, dry cleaning, barbering and, more recently, in welding and sheet-metal work, service-station operation, and skills required for an electrician's helper. In addition, a new school is being planned to teach these and similar courses to pupils who would ordinarily drop out of the regular courses as early as possible.

Difference of opinion exists about the value of general courses—courses with lighter subject matter, more options, lower graduation standards—in meeting the needs of certain students and in retaining them in school. But it is being recognized that general education should lead into vocational education at some point, either at the secondary or at the post-secondary level.

The matriculation course, which leads to the universities, colleges, or institutes, has restricted value for immediate employment unless it is followed by some type of vocational training. Therefore a general course, even with lower standards than other vocational courses, may be justified if it is combined with sufficient vocational training, or is effectively linked with a subsequent vocational course.

The linking of secondary school courses with advanced courses or with employment must begin well before graduation and must extend for some time afterwards. Failure to do this accounts for a high loss of student potential, and causes the high failure rate in the first year at university.

Vocational courses should also be linked with business and industry. Where there

are joint committees of teachers and representatives of business and industry and where there are co-operative courses (in which students work part-time), standards are improved. Students with high ability are attracted, and demand for graduates increases.

This articulation is more readily developed if vocational teachers have had practical working experience and continue to keep in touch with changing conditions in employment through contact with employers and employment agencies. The school must also be prepared to assist students who should transfer to parallel courses, such as provided under apprenticeship or by trade schools, and to encourage the graduates to enrol for continued education.

Lack of Means

When financial aspects of the development of student potential are considered, it becomes apparent that although student aid has been greatly increased during the past few years, it is still far from adequate, either in the number of students who received it or in the individual amount of assistance.

Scholarships are an incentive to students of high potential. For students whose combined ability and effort result in high scholastic achievement, free tuition up to any level appears a worthwhile investment. Scholarships and bursaries should be available at all levels, and student aid is required at the secondary school level also. Bursary and loan programs should be co-ordinated, under a centralized administration by provincial governments and universities.

Local school boards should provide funds for student aid in secondary schools, and solicit additional funds for local scholarships from local firms and associations. A student from a family with a low income may be kept in school by relatively low monthly supplements and by provision of free textbooks at the beginning of the school year.

In addition, students unable to obtain the required courses at their local school and who have completed satisfactorily a general course basic to their chosen vocation should be provided with a bursary to defray transportation and living expenses for at least one year of intensive vocational training at an outside centre.

U.S. President's Advisory Committee Reaches Conclusions on Automation

Labour, management and public members unanimously agree on three fundamentals but one public member and one management member submit dissents on certain parts of report and labour members express disagreement with certain words

President John F. Kennedy's Advisory Committee on Labour-Management Policy, composed of 21 members representing labour, management and the public, in January reached unanimous agreement on the following conclusions concerning automation* and its effects:

1. Automation and technological progress are essential to the economy.
2. This progress can and must be achieved without the sacrifice of human values.
3. Achievement of technological progress without sacrifice of human values requires a combination of private and governmental action, consonant with the principles of a free society.

Unemployment has increased during the past few years although total employment has reached new heights. This is ascribed to the net effect of rising output per worker, among other factors, but the report states: "We reject the too common assumption that continuing unemployment is an inherent cost of automation."

With the data presently available it is impossible to tell what part of unemployment is actually caused by automation, the Committee's report conceded.

A United States company that manufactures automation equipment plans to set up a foundation to study the impact of automation on employment and devise methods of solving the problems of technological displacement of workers.

The company, U.S. Industries, Inc., will contribute to the foundation a part of the income it receives from the sale of its automated machinery.

The International Association of Machinists, which represents 10,000 of the company's 25,000 employees, will be co-sponsor in the studies, but will not be asked to contribute to the foundation financially.

*Automation was the first of five subjects on the committee's program, the others being collective bargaining and national emergency disputes, wage and price policies, economic growth, and foreign competition.

The exact extent of unemployment attributable to automation is unknown because it is greatly complicated by other factors: the 1960-61 recession, the unusually high rate of entry into the labour market, chronic unemployment in distressed areas, foreign competition, changing patterns of consumption, discrimination (on the basis of age, sex, race and creed), "multiple job holding" by individuals, the continuing movement of workers away from farms, and the changing nature of jobs, which often results in a gap between job requirements and qualifications of applicants.

To solve the unemployment problem, the Committee said, we must first recognize the nature of the problem. In this connection, certain factors were important: the recent rate of economic growth has been insufficient to reduce unemployment to a tolerable level, the mobility of workers is reduced by factors running contrary to the demands of a dynamic society and an economy in transition, educational and informational facilities have been inadequate, and proper retraining facilities and a system of financial support for workers while retraining have been lacking.

Educational facilities have been inadequate, the Committee said, in that:

—The requirements for general education prior to vocational and professional training have not kept pace with the shift in job opportunities.

—The required types of vocational and technical training and retraining are often not available, e.g., for workers leaving the farm.

—There has been an inadequate liaison among school systems, industry, and government with respect to future job requirements, and in fact there is insufficient information about the nature of such jobs.

—There has been inadequate financial support for needy students.

—Counselling facilities have been generally inadequate.

The Committee emphasized, however, that the effects of automation on the labour force, whatever they were, should be cushioned, and offered 11 recommendations that it believed may permit the advancement of automation without sacrifice of human values.

The Committee recommended a combination of government and private methods, including: increased public works spending during times of high unemployment; aid to education; higher federal unemployment compensation; retraining of displaced workers by public and private support; relocation of idled workers, at government or industry expense, when plants are transferred; improvement of the public employment service; and the elimination of discrimination in employment.

Separate statements in connection with the report were written by two members disagreeing with certain aspects of the report: Arthur F. Burns, representing the public, and Henry Ford II, who represented management. These statements did not dissent from the main findings of the report but both men challenged the emphasis on automation as a cause of unemployment.

Mr. Burns, who is president of the National Bureau of Economic Research and was chairman of the Council of Economic Advisers under President Eisenhower, stated: "I know of no evidence that supports this view."

He stated the report failed to link its proposed remedies with the causes of unemployment. He criticized the "vague language" of the recommendations.

Mr. Ford took exception to the statement that "technological advance has been accelerating." He said a prosperous economy could look after the unemployment problem. Rather than focus attention on relief or even training, we must create new jobs. We must find ways "to keep wages and other costs from causing either unemployment or inflation."

Five of the seven labour members on the committee asked for some strengthening of the wording in the section dealing with hours of work in order to make it clear that should all exigencies fail, there may have to be recourse to a shorter work period.

The report is the first presented by the Committee since it was established in February 1961. Since its first meeting last March it has met monthly; the January meeting at which the report on automation gained approval was its eleventh.

U.S. Secretary of Labor Arthur Goldberg is serving as committee chairman for the first year.

That a slackening in demand for goods and services rather than automation is the basic cause of unemployment was the conclusion of the Congressional Joint Economic Committee, who issued a report late in January.

"There is no evidence of significant structural transformation in the American economy since 1957 which would make it harder than before to achieve full employment. Thus high levels of unemployment are due to inadequate total demand for goods and services."

A research report that predicts mass unemployment and social unrest in the United States as a result of automation and computers was published only a few days after the President's Advisory Committee's report (see above) was released.

The study, "Cybernation: The Silent Conquest," was written by Donald N. Michael, Director of Planning and Programs for the Peace Research Institute in Washington for the Center for the Study of Democratic Institutions. (The word "cybernation" is derived from "cybernetics," which means "a science dealing with the comparative study of communication and control in electronic machines and in the human nervous system.")

Cybernation will eliminate entire job classifications, Mr. Michael predicted. These will range from factory and farm workers to bank tellers, statisticians, retail clerks, salesmen, and executives on the intermediate level.

As examples of places where job classifications that have recently disappeared Mr. Michael cited the dry-cleaning and telephone industries and elevator operation.

There will be a severe displacement of blue collar workers, especially in mine, dock and factory operations, the report says. In contrast, professional workers such as engineers, teachers, scientists and doctors will be "overworked."

Another result of cybernation may be the disappearance of jobs for the 26 million "untrained adolescents" who will be seeking work in the United States during this decade.

The economic advantages of cybernation makes its adoption inevitable.

There is no remedy in view for the resulting mass unemployment, Mr. Michael says. It will be necessary for the government to provide more public works as a partial solution.

Proposed solutions such as the retraining of workers—and management had not always been willing to set up such programs—and shortening the work week to spread employment would not be effective, the author thought. Shorter shifts are no solution when old tasks are eliminated or replaced by new ones that need different talents, Mr. Michael says.

Because cybernation will result in smaller work forces, management's human relations tasks—union negotiations, for example—will be reduced.

Although the introduction of electronic data processing may create a great deal of dislocation among clerical employees in departments affected by the new system, "it is unlikely to result in widespread clerical layoffs at the level of the individual firm," Dr. John C. McDonald of the Manpower Resources Division, Economics and Research Branch told a conference on the sociology of occupations and professions held at Carleton University, Ottawa.

He added that the large company is usually in a position to protect its reputation as a good employer by pledging job security to its clerical employees. The age and sex composition of the clerical staff together with the extended time span over which such major systems changes are introduced allow normal turnover and attrition to cushion negative employment effects of office automation.

He was speaking about the results of a research study of the introduction of electronic data processing by a large Canadian insurance company. A preliminary report based on this study, *Electronic Data Processing Occupations in a Large Insurance Company*, has been published by the Department of Labour as Report 9B in the series "Research Program on the Training of Skilled Manpower" (L.G., Jan., p. 15).

What may happen in the long run is that the growth of clerical employment opportunities may be slowed down, i.e., the annual formation of new clerical job opportunities in the labour market may fall below the potential supply of candidates for clerical positions produced by the secondary school system. In that case, "the unemployment effect of EDP will be felt by the girl dropping out of high school who fails to secure a first job."

In the case studied, the demand, at least in the short run during the conversion period, appeared to be for more rather than less clerical help. Even in the longer run, "it is surprising how much clerical work is required in connection with electronic data processing."

It is at the next level, clerical supervision, that the problems introduced by electronic data processing are causing employers most serious concern.

Unlimited Skills Inc.

Firm established six years ago to provide employment for physically handicapped and to demonstrate to industry the capabilities and productivity of the disabled has had to move to larger quarters. Forty-five workers now in regular industry

Unlimited Skills Inc., founded six years ago to provide employment for the handicapped, has long since proved its value. The firm carries on work such as mechanical and electrical assembly, light machine work, hand packaging and direct mailing.

Starting with 11 employees in 1956, the firm has outgrown its 8,000-square-foot factory in the north end of Montreal and recently moved to larger quarters providing another 3,000 square feet of space.

Financial profits of the firm may not be large but its real profit is incalculable. In its six years of operation Unlimited Skills has given work to more than 200 persons: paraplegics, amputees, arrested TB's, some with deformities, aged persons, blind, mentally retarded, or victims of polio, multiple sclerosis, muscular dystrophy, cerebral palsy or epilepsy.

Line employees are paid competitive wages of 70 cents and 80 cents an hour. Some in the machine shop receive as much as $1.60 to $1.70 an hour. In addition, about 40 employees have received a total of $3,500 under a profit sharing plan.

Already the enterprise has saved taxpayers more than $35,000. Collectively, the employees have paid more than $15,000 in income tax. Disabled persons allowances costs have been reduced by more than $20,000.

Unlimited Skills is not a sheltered workshop. Employees must be able to fill job requirements and meet production schedules. Especially in the highly competitive packaging field, which accounts for about 45 per cent of the work of the factory, operating costs must be strictly controlled.

Forty-five disabled persons have been returned to "normal" industry. In addition to providing employment, one of the objectives of Unlimited Skills is to demonstrate to industry the capabilities and productivity of the physically handicapped.

CNIB Placements. Employment statistics from the Canadian National Institute for the Blind for the year ended March 31, 1961 show 2,008 blind persons in gainful employment. Of this number, 480 are in general industry and earn an annual amount of $1,128,345. Another 448, engaged in occupational shops and home work, earn $71,880.29.

Sales stands and cafeterias employ 580 persons. Of this number 395 are employed in full-time jobs, earning 849,069, and 118 are in full-time subsidized employment and 68 on part-time work. CNIB factories employ another 500.

In addition to these employees, the CNIB itself employs 167 blind persons as follows: 10 dictaphone typists, 11 division superintendents and executive officers, 50 field secretaries, 43 home teachers, 21 national office staff, 8 placement officers, 5 public relations officers, 4 switchboard operators, and 15 in other types of work.

Homebound Employment in Toronto. The employment of homebound disabled persons is a principal concern of the Women's Auxiliary of the Society for Crippled Civilians in Toronto. Reports presented at their annual meeting in February indicated an increase in every branch of their work. This increase was reflected in the wages paid to homebound workers during 1961: a total of $19,107, up $1,000 over the 1960 total.

Orders to the number of 1,741 were received from firms in all parts of the country. The work done consists of such things as threading tags, folding advertisements, assembling kits, and pricing greeting cards. Because some contract work does not lend itself to work in the home, a contract department was opened last year at headquarters, to which disabled persons who are able to do so come to work.

The Auxiliary sponsors Marina Creations, through which disabled persons skilled in sewing, knitting, embroidery and other crafts are given guidance and instruction so that they can produce readily salable articles. A sales outlet is provided through the Marina Shop, which is open five days a week.

Payday for Retarded Adults. Twenty-five retarded adults working at the Adult Training Centre of the Ottawa and District Association for Retarded Children, have received pay cheques, for the first time in the Centre's history. For some it was the first pay day in their lives.

When the Centre was opened in 1959 the emphasis was on craft work. When it moved to new quarters last September it became a sheltered workshop and training centre. The contract work undertaken since made the payday possible.

Conclusions of White House Conference

Report on last year's White House Conference on Aging, at which 18 Canadians were observers, contains conclusions and recommendations applicable to Canada

The report of the White House Conference on Aging, held in Washington in January 1961 (L.G., Feb. 1961, p. 147), which was attended by 18 observers from Canada, has now been published under the title, *The Nation and its Older People.* Some of the conclusions and recommendations are summarized here.

The book covers in some detail such topics as employment security and retirement, population trends, income maintenance, impact of inflation on retired persons, health and medical care, rehabilitation, social services, housing, education, family life, religion and other subjects relating to aging. Although the findings of the Conference are oriented to conditions in the United States, many of the conclusions and recommendations have application in Canada.

In the work groups considering the problems of the older worker, it was early recognized that older persons generally want, and should be given the opportunity to provide for themselves as long as possible. There was a consensus that employment was important to the older person, not only for self-support and independence, but also for healthful living and self-respect.

In the matter of employment it was agreed that although there were significant individual variations in all age groups, extensive studies revealed no basis for the belief that older workers as an age group are less productive, less reliable, and more prone to accident and absenteeism than younger workers. It was concluded that arbitrary upper age limits in hiring cannot be justified and should be abandoned, and that individuals should be employed on the basis of their personal qualifications.

There was unanimous support for the proposal that programs in the fields of personnel management, adult training and retraining, vocational counselling and guidance, and rehabilitation be improved and extended, since services in those areas were essential to success in solving the vocational problems of middle-aged and older persons.

It was recognized that community programs had been effective in alerting the community to the undesirability of age limitations and other obstacles to the employment of mature workers.

In considering the employment problems of mature women, the premise was accepted that women work for the same reasons as men and that they were needed in the labour market. Therefore, they should be afforded opportunity for equality in being considered for jobs and for promotion, and pay commensurate with qualifications.

It was recognized that many women had left the work force to raise families. Upon return they needed counselling, training, retraining and placement services to help them choose and prepare for occupations that utilize their highest skills.

It was agreed that in a changing economy, a high level of employment was a prerequisite for a successful program of helping older persons become gainfully employed. An expanding economy creates new jobs for those displaced, offers opportunities for older employees and provides incentive for individual personal efforts of older workers to make necessary adjustments. Programs and means of aiding older employees adapt to economic and technical changes cannot be relaxed during periods of less than full employment.

It was recommended that organized labour, management and government agencies consider the adoption or improvement of personnel planning practices that minimize the extent of worker displacement as a result of technological change. Delegates agreed that older workers benefit from such practices as:

—re-assigning and re-training workers within a plant, and, as far as possible, using present employees for new jobs, without discriminating on the basis of age;

—reducing employment through normal attrition, without recourse to layoffs;

—giving employees notice well in advance of impending layoffs and other changes, to allay anxiety and give the worker time to find new employment;

—notifying public employment services in advance of layoffs, so that they can start early to find new jobs for displaced workers.

The work group on employment security and retirement stressed the need for an educational program to correct false impressions among employers and hiring personnel concerning older workers and to present the facts about their abilities.

The report is available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. (Price $1.25).

Working Women, Federal Republic of Germany

Every third worker in Federal Republic of Germany is a woman. Working women total seven million, make up about 40 per cent of all German girls and women

Every third worker in the Federal Republic of Germany is a woman. These seven million women make up about 40 per cent of all German girls and women over 15 years of age.

The war left a high proportion of women in the population who had to earn their own living. They included about one million war widows, and significant numbers of wives whose husbands were seriously disabled. Of the women among the millions of "expellees," German nationals who were deported to Germany from surrounding countries, the majority had to become breadwinners. Because of the critical manpower shortage, the number of women workers increased by 43 per cent in the 10-year period between 1950 and 1960.

Where they work—Manufacturing employs the largest number of German women; 29 per cent of all factory workers are women.

About one third of these women work in the clothing and textile industries. Iron, steel and metal work, chemicals and electrical apparatus are other industries where large numbers of women work. Four fifths of these women are unskilled workers. Most are trained on the job in a short space of time and have little opportunity to become skilled workers. In women's tailoring, millinery and lingerie manufacture, however, it is common for women to become journeymen through an apprenticeship system.

Since 1950, women's employment has doubled in commerce, finance and insurance and increased by more than half a million in the service industries. About 19 per cent of all working women are employed in offices of various kinds and 15 per cent are in shops. Large numbers also work in hotels, restaurants, beauty salons and laundries.

Although there are still about half a million domestic servants in Germany, their number has declined rapidly over the past decade. The number of women on farms dropped by almost 30 per cent during the decade and the daughters of self-employed farmers, who had previously helped on their parents' farms, were increasingly going to the towns and cities in search of work.

German women have not made the same impact in professional fields as they have in other sectors of the economy. There are some women in practically all the professions but most professional women are either teachers or nurses. Women doctors are third in number, followed by lawyers, auditors, tax consultants and journalists. The proportion of women who own small businesses has been increasing: now there are more than 100,000 women owning laundries and dry cleaning establishments, photographic shops, and goldsmith and other arts and crafts establishments.

Their marital status—As in Canada, there has been an increasing number of young wives remaining at work to improve their standard of living. Older married women are returning to paid employment when their children are no longer dependent on them. However, there are many mothers with young children in the labour force. It has been estimated that, in the cities, between 25 and 60 per cent of working mothers have children under 14 years.

Employers have become increasingly willing to arrange part-time schedules to attract married women, particularly in textile and clothing industries. There is also a trend, where teacher shortage is acute, to recruit part-time teachers from among housewives with suitable previous training.

Women have been granted legal equality with men under the Federal Constitution and working women are given special protection by law because of their role as wives and mothers.

A pregnant woman may not work during the last six weeks before confinement and for six weeks afterward. If she contributes to the national insurance fund, she receives during the period of leave a weekly sum from the state equal to her last pay. Otherwise the employer is required to continue to pay her wage.

Women in industry are prohibited from working at specified dangerous or fatiguing jobs; night work generally is forbidden. Wives who have their own houses to care for are granted one day off each month.

Their wages—The Federal Republic of Germany has ratified the ILO Convention on equal pay for equal work. The principle is generally applied throughout the federal, provincial and local government services. Increasingly, collective agreements are also requiring equal pay for equal work.

Their participation in unions—About one woman worker in five is a member of a trade union. Most women belong to the same unions as men, but there is one special women's trade union, the Women Office Workers' Union.

TEAMWORK in INDUSTRY

Problems that would be hotly disputed at collective bargaining sessions can be discussed in a friendly, practical manner at labour-management meetings. Therein lies one of the prime virtues of joint consultation, according to city engineer Howard S. Gibson, chairman of the Labour-Management Production Committee for St. Thomas, Ont.

Mr. Gibson reported recently that the labour-management committee serving St. Thomas has covered a wide range of subjects in its two years of operation. Included were: courtesy to the general public, abuse of coffee breaks, reduction of overtime work, care of tools and equipment, vehicle accident reports and traffic control, Trench Excavator's Act, and garnishee and wage assignments.

"There is no doubt," said Mr. Gibson, "that certain of these subjects could prove most contentious, particularly when aired in collective bargaining meetings. When raised in labour-management committee sessions, however, they were discussed in a sensible, friendly manner and practical suggestions were made by both sides."

Mr. Gibson stated that a further impetus toward the establishment of mutual co-operation between labour and management has come from having the chairman of the Works Committee of City Council at every meeting. "This serves not only to familiarize each group with public opinion," he declared, "but also to make Council itself more aware of the many everyday problems confronting labour and management."

Mr. Gibson noted also that the committee had produced a thoroughly workable "safety first" program after careful discussions about tools and equipment, clothing, personal habits, traffic and general safety education. The St. Thomas committee comprises an equal representation of labour and management from board of works, parks department, and the sewage treatment plant.

* * *

Dangerous work can be refused with impunity by employees of Canadian Tobacofina Ltd., Montreal. The plant's Labour-Management Security Committee recognizes and guarantees the right of an employee to refuse to do a job, if he judges it dangerous, without fear of losing his rights. J. M. Chapados, President of Local 318, Tobacco Workers' International Union (AFL-CIO/CLC), described cooperation between company and union as being "at a peak." Plant manager E. Scholte-Ubing explained that the safety group is more of a "mutual interest" committee in view of the variety of topics treated at regular meetings.

* * *

Better all-round customer service was included on the agenda of an important meeting held recently in Moncton, N.B., when railway union representatives met with officers of Canadian National Railways for the annual meeting of the CNR's Atlantic Region Maintenance of Way Co-Operative Committee. During the conference representatives of the Brotherhood of Maintenance of Way Employees brought forward ideas for more efficient use of equipment and improved operation of CN services.

* * *

Joint consultation between Protestants and Catholics was in the spotlight at the second annual Industrial Thanksgiving Day in Calgary, Alta. Simultaneous services on the theme "How to bridge the gap between labour and management on the common ground of religious faith" were held at Central United Church under Dr. Gerald B. Switzer, and at St. Francis Roman Catholic Church under Rev. Arthur Anderson. After the evening services, both congregations adjourned to the assembly hall of Central United for a forum on labour-management problems. More than 400-persons attended and many took part in the ensuing discussions, which were led by a panel of church, government, judiciary, labour and management leaders.

* * *

Continental Can Company Plant 54 in New Toronto, Ont., recently celebrated a record 1,000,000 man hours of work without a disabling injury. A company spokesman reports that labour and management have worked together toward this goal for the past six years. Bargaining agents for the employees are Steelworkers' Local 4025 and Amalgamated Lithographers' Local 12.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during January. The Board issued seven certificates designating bargaining agents and rejected two applications for certification. During the month the Board received six applications for certification and allowed the withdrawal of four applications for certification.

Applications for Certification Granted

1. International Association of Machinists, on behalf of a unit of unlicensed employees employed aboard the M.V. *Inland* by the Quebec North Shore and Labrador Railway Company, Sept Iles, Que. (L.G., Jan., p. 52). The Seafarers' International Union of Canada had intervened.

2. National Association of Broadcast Employees and Technicians, on behalf of a unit of television technicians employed by CKSO Radio Limited in its Television Division in Sudbury and Elliot Lake, Ont. (L.G., Jan., p. 52).

3. United Steelworkers of America, on behalf of a unit of production employees employed by Canadian Arsenals Limited in its Small Arms Division, Long Branch, Ont. (L.G., Feb., p. 155).

4. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Zenith Transport Ltd. and working in and out of terminal at Burnaby, B.C. (L.G., Feb., p. 155).

5. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of warehousemen, drivers and maintenance garage employees employed by Empire Freightways Limited, Winnipeg, Man. (L.G., Feb., p. 157).

6. International Union of Operating Engineers, Local 882, on behalf of a unit of stationary engineers employed by the Pacific Tanker Co., Ltd., Vancouver, B.C. (L.G., Feb., p. 157).

7. Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of chauffeurs and dockmen employed by the St. Johns (Iberville) Transport Co. Ltd., and operating in and out of its Montreal terminal (see "Applications for Certification Received," below).

Applications for Certification Rejected

1. International Longshoremen's Association Local 375, applicant, Atlantic & Gulf Stevedores Limited; Brown & Ryan Limited; Canadian Pacific Steamships, Limited; Cullen Stevedoring Company Limited; The Cunard Steamship Company Limited; Eastern Canada Stevedoring Co. Ltd.; Empire Stevedoring Co. Ltd.; Furness Withy & Company Limited; McLean Kennedy, Limited; The Montreal & Saint John Stevedore Co. Limited; and Wolfe Stevedores Limited, as represented by The Shipping Federation of Canada, Inc., respondents, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, intervener (shed employees, Port of Montreal) (L.G., Dec. 1961, p. 1269). The application was rejected on the grounds that it did not appear to meet the requirements of Section 9(3) of the Act, which provides, in part, that where an application for certification includes employees of two or more employers the Board shall not certify the applicant as the bargaining agent unless the Board is satisfied that the applicant might be certified as the bargaining agent of the employees in the unit of each such employer if separate applications had been made.

2. Teamsters, Chauffeurs, Warehousemen and Helpers, Local No. 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and MacGregor the Mover Limited, Kingston, Ont., respondent (L.G., Feb., p. 155). The application was rejected for

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

the reason that it was not supported by a majority of the employees eligible to cast ballots in a representation vote conducted by the Board.

Applications for Certification Received

1. Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of chauffeurs and dockmen employed by the St. Johns (Iberville) Transport Co. Ltd., and operating in and out of its Montreal terminal (Investigating Officer: C. E. Poirier) (see "Applications for Certification Granted," above).

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of highway drivers employed in Newfoundland by the Canadian National Railways (Investigating Officer: W. L. Taylor).

3. International Association of Machinists, on behalf of a unit of building cleaners employed at the Montreal International Airport, Dorval, Que., by Allied Building Services Ltd. (Investigating Officer: R. L. Fournier).

4. Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union No. 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Pollard Bros. Limited, Harrow, Ont. (Investigating Officer: A. B. Whitfield).

5. Cape Breton Projectionists Union, Local 848 of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, on behalf of a unit of employees employed at Radio Station CJFX by Atlantic Broadcasters Ltd., Antigonish, N.S. (Investigating Officer: D. T. Cochrane).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

6. National Association of Broadcast Employees and Technicians, on behalf of a unit of photographic department employees employed at CJAY-TV by Channel Seven Television Ltd., Winnipeg, Man. (Investigating Officer: W. E. Sproule).

Applications for Certification Withdrawn

1. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Millar & Brown Ltd., Cranbrook, B.C., respondent (L.G., Feb., p. 157).

2. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Pacific Inland Express Ltd., Vancouver, B.C., respondent (L.G., Feb., p. 157).

3. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Canadian Freightways Limited, Calgary, Alta., respondent (L.G., Feb., p. 157).

4. The Commercial Telegraphers' Union, Canadian National Telegraphs System, Division No. 43, applicant, and Canadian National Telecommunications, respondent (diesel-electric mechanics) (L.G., Feb., p. 157).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During January, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Canadian Broadcasting Corporation, and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officers: F. J. Ainsborough and T. B. McRae).

2. General Enterprises Ltd., Whitehorse, Y.T., and Local 2499 of the United Brotherhood of Carpenters and Joiners of America (Conciliation Officer: D. S. Tysoe).

3. Canadian Pacific Air Lines, Limited, Vancouver, and System Division No. 7 of The Order of Railroad Telegraphers (Conciliation Officer: G. R. Currie).

4. Upper Lakes Shipping Limited, Leitch Transport Limited, Norris Grain Company Limited (Steamship Division) as represented by The Association of Lake Carriers, and Seafarers' International Union of Canada (Conciliation Officer: Rémi Duquette).

5. Canadian Arsenals Limited (Gun Ammunition Division), Lindsay, Ont., and United Steelworkers of America (Conciliation Officer: T. B. McRae).

6. KLM Royal Dutch Airlines, Montreal, and Canadian Air Line Dispatchers Association (Conciliation Officer: Rémi Duquette).

7. Canadian National Steamship Company Limited (Pacific Coast Service) (Steward's Department) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: G. R. Currie).

8. Canadian National Steamship Compay Limited (Pacific Coast Service) (Pursers and Radio Telegraph Operators) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: G. R. Currie).

9. The Ogilvie Flour Mills Co. Limited, Medicine Hat, Alta., and Local 511 of the United Packinghouse Workers of America (Conciliation Officer: J. S. Gunn).

10. Maple Leaf Milling Company Limited, Medicine Hat, Alta., and Local 511 of the United Packinghouse Workers of America (Conciliation Officer: J. S. Gunn).

Settlements Reported by Conciliation Officers

1. Kitchener-Waterloo Broadcasting Company Limited, and National Association of Broadcast Employees and Technicians (Conciliation Officer: T. B. McRae) (L.G., Feb., p. 158).

2. Baton Aldred Rogers Broadcasting Limited (CFTO-TV) Agincourt, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: T. B. McRae) (L.G., Feb., p. 158).

3. Hector Broadcasting Co. Ltd. (Radio Station CKEC) and Cape Breton Projectionists Union, Local 848 of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the

United States and Canada (Conciliation Officer: D. T. Cochrane) (L.G., Feb., p. 158).

4. Baton Aldred Rogers Broadcasting Limited (CFTO-TV) Agincourt, Ont., and Toronto Newspaper Guild, Local 87 of the American Newspaper Guild (Conciliation Officer: T. B. McRae) (L.G., Feb., p. 158).

5. Soo-Security Motorways Limited, Winnipeg, and Local 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: J. S. Gunn) (L.G., Jan., p. 53).

6. Trans-Canada Air Lines, Montreal, and Canadian Air Line Pilots Association (Conciliation Officer: Rémi Duquette) (L.G., Nov. 1961, p. 1150).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in December to deal with a dispute between Canadian National Steamship Company Limited (Pacific Coast Service), Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., Feb., p. 158) was fully constituted in January with the appointment of the Honourable James M. Coady of Vancouver as Chairman. Mr. Coady was appointed by the Minister in the absence of a joint recommendation from the other two members, G. A. MacMillan and John Drew, both of Vancouver, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in December to deal with a dispute between Robin Hood Flour Mills Limited, Port Colborne, Ont., and Local 416 of the United Packinghouse Workers of America (L.G., Feb., p. 158) was fully constituted in January with the appointment of William H. Dickie of Toronto as Chairman. Mr. Dickie was appointed by the Minister on the joint recommendation of the other two members, Norman L. Mathews, Q.C., Toronto, and L. Williams, Port Colborne, who were preivously appointed on the nomination of the company and union, respectively.

Conciliation Board Reports Received during Month

1. Frontenac Broadcasting Company (CKWS-TV) Kingston, Ont. and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (L.G., Jan., p. 53). The text of the report is reproduced below.

2. Guy Tombs Marine Services Limited and Davie Transportation Limited, Montreal, and Seafarers' International Union of North America, Canadian District (L.G., Dec. 1961, p. 1271). The text of the report is reproduced below.

3. The Shipping Federation of Canada, Inc., Montreal, and Local 1657 of the International Longshoremen's Association (checkers and cargo repairmen) (L.G., Dec. 1961, p. 1271). The text of the report is reproduced below.

4. Polymer Corporation Limited, Sarnia, Ont. and (1) Local 16-14 of the Oil, Chemical and Atomic Workers' International Union and (2) Oil, Chemical and Atomic Workers' International Union (plant unit) (technicians) (L.G., Nov. 1961, p. 1151). The text of the report is reproduced below.

Settlements Reached after Board Procedure

1. Polymer Corporation Limited, Sarnia, Ont., and (1) Local 16-14 of the Oil, Chemical and Atomic Workers' International Union and (2) Oil, Chemical and Atomic Workers' International Union (plant unit) (technicians) (see above).

2. The Western Union Telegraph Company, Cable Division, and American Communications Association (L.G., April 1961, p. 369).

Settlement after Strike after Board Procedure

Motor Transport Industrial Relations Bureau, Toronto (representing certain companies within federal jurisdiction) and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Feb., p. 158). Stoppage of work occurred November 26, 1961, work resumed January 14, 1962; settlement was effected by further intervention of conciliation officer.

Report of Board in Dispute between

Frontenac Broadcasting Company (CKWS-TV), Kingston, Ont.

and

International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada

The Board of Conciliation appointed in the above matter, consisting of His Honour Judge W. S. Lane of Picton, Chairman of the Board, D. G. Cunningham, Q.C., of Kingston, company nominee, and Frank Quaife of Kingston, union nominee, has met the parties at the City of Kingston on Friday, December 15, 1961, and on Friday, January 12, 1962.

The parties were represented as follows:

For the Union

Jas. I. Cameron, Special Representative
Donald A. Stewart, President—Local Branch
James Fellows, Steward—Technicians
Robert Bruce, Steward—Operators (replacing Mr. Stewart on January 12).

For the Company

John G. W. Sands, Q.C., Counsel
R. Hofstetter, Manager of Company.

The issues involved in this dispute appeared to be quite wide. From appearances it would seem there had been very little effective bargaining between the parties. On the date of the first hearing, it appeared that the union security clause, Article 6, was in issue. It appeared that Article 7 dealing with the work week and days off was still in issue. The union apparently had agreed to accept a 42-hour week, but the days-off provision appeared to be the stumbling block.

Article 8 still appeared to be, at least partly, in issue. Article 11 still appeared to be somewhat questionable as to agreement, and Article 12 also still appeared to carry with it some differences. Article 13 on overtime, while there was not much basic disagreement, had not been finalized. On Article 16 the parties didn't seem to be too far apart and agreement appeared to be possible here. Article 17 appeared to be a very substantial stumbling block on the issue of sick leave.

While there was disagreement on Article 18, as suggested, apparently it was worked out that the union would accept the Company's suggestion that the latter would grant leave of absence with pay to one and without pay to the second insofar as conferences with management were concerned.

The parties were very substantially apart on the question of severance pay, as set out in Article 20, but the union ultimately was prepared to withdraw this article. They were very substantially apart on Article 21, medical group plan, but the union here also withdrew.

The parties were substantially apart on Article 22, a pension plan, but once again the union withdrew its request. They appeared to have agreed upon the question of seniority as amended, which provided that seniority would commence three months from the date of hiring. On the question of layoffs, they apepared to be very far apart. They were substantially apart on the issue of dismissal insofar as Article 26 related to a month's notice or pay in lieu of a month's notice. The Company here took the position that if dismissal were justified and for cause the Company was not prepared to give any notice or any pay in lieu of notice.

The partics were substantially apart on Article 27, the Company refusing to consider it, and of course they were considerably apart on the issue of wages. Article 29 was abandoned by the union. Article 30 covering safety regulations was approved in part; Section 1 was satisfactory to both parties, Section 2 was withdrawn, Section 3 was satisfactory to both parties, and Section 4 was agreed upon when limited only to the first part of the sentence which read: "The Company shall provide adequate crews."

In view of the fact that there were so many parts of this contract upon which the parties were so far apart, and it was felt

During January, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between Frontenac Broadcasting Company (CKWS-TV), Kingston, Ont., and the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada.

The Board was under the chairmanship of His Honour Judge W. S. Lane of Picton, Ont. He was appointed by the Minister on the joint recommendation of the other two members, D. G. Cunningham, Q.C., and Frank Quaife, both of Kingston. nominees of the company and union, respectively.

The Report is reproduced here.

by the Board Members that the parties themselves could negotiate and resolve some of the issues, the Board after the first day decided to adjourn to give the parties a chance to iron out some of their own difficulties. An adjournment was then given until Friday the 12th day of January.

When the Board reassembled on the 12th, it was found that the negotiations which had taken place between the times were not too satisfactorily carried out. There had been very little attempt to negotiate the difficulties until the day before the meeting of the Board and then the results had been negligible.

At the hearing, however, on the second day the Company took an adamant stand saying that it was not prepared to move from its position outlined on the first day and that it felt that its position, in the light of all the circumstances, was justified. The union, in the light of this attitude, decided that it was prepared to narrow the difficulties and was prepared to give up many of its demands, and after the matter was canvassed, the Board found that the issues left for it were very much narrowed.

The Chairman, with the assistance of the Board Members, felt that it was essential to canvass every possibility and to this end held separate meetings with the parties to see if there was any hope of getting them together. In these separate meetings, while there appeared to be some considerable flexibility insofar as the union's position was concerned, the Company negotiators appeared to be completely fixed in their point of view and apparently under orders not to move from the position that they had taken.

It was, therefore, found that there was nothing to be gained by continuing the hearing. It appeared that the only hope was to make a report and an earnest recommendation to the parties to reconsider their positions in the light of the situation and try to work out an agreement, possibly with the help of some of the recommendations contained in this report.

Issues and Recommendations

Check-off

The first issue with which we propose to deal is check-off. The Company here was not prepared to entertain any form of check-off or union security, even though the Chairman urged upon the Company representatives, that a mild form of check-off was almost universally accepted in a first contract. The Board Members, after considering this issue, have come to the conclusion that while we recognize the union's desire for protection, and while we can recognize the company's stand without understanding the basis of the Company's objection to union security, we feel that, in view of the fact that this is a first contract, the union should be satisfied to accept at this time to get an agreement for a voluntary, revocable check-off.

It is the usual practice where there is a responsible union dealing with a responsible company that this type of security is granted in a first contract and we, therefore, are prepared to recommend that the parties concur in their agreement that this voluntary, revocable check-off become a part of that agreement.

Layoff

The next issue which appeared to be in dispute was that of layoff. The union asked here that layoffs be made on the basis of seniority. The Company countered that it felt that layoffs should be made on the basis of efficiency and suitability. The Board Members, after hearing the submissions and the argument on this issue, have come to the conclusion that the Company here should grant the union a layoff clause which would contemplate that layoff shall be made on the basis of seniority within the classification, provided the employees retained shall individually have the qualifications and ability to do the work required under that classification. We realize that this type of clause probably does not go as far as either party would want, but in our opinion it does cover and protect the Company while at the same time it gives some basic protection to the seniority rights in any classification and we feel that it is a compromise that should be accepted by both parties.

Sick Leave

The next issue with which we propose to deal is that of sick leave. The union here has asked that specific terms for sick leave be set out as in its proposed Article 17 at the rate of three weeks for each year of service cumulative monthly from the first month of service and the unused portion to be carried forward. The Company takes the position that it is not prepared here to agree to any formal provision in the contract dealing with the issue of sick leave. The Company takes the position (and the union agrees) that it has always dealt fairly with its employees and has carried them through protracted illnesses without loss of pay. We recognize that the union may be, by asking for this to be formalized, relinquishing some benefit that some employee might obtain by grace. At the same time, when the relationship between employees and employer is formalized by this type of contract, in our opinion it is almost imperative that some

provision be witten into the contract on this issue of sick leave.

The Company says, however, that it is not prepared to agree. This Board, therefore, feels that it is incumbent upon us to recommend either that the Company and the union work out a satisfactory formal provision on sick leave or, in the alternative, the Company give an undertaking that it will deal with its employees on this issue as it has been accustomed to do in the past. Such a provision would probably be more liberal to the employee in its result than the formalized article requested by the union, but in our opinion something must be done on this issue once a formalized contract exists between the parties.

Dismissal

The next issue with which we propose to deal is that of dismissal. The union here has requested that the Company give one month's notice, or in lieu thereof one month's pay, in event of dismissal for cause. The Company has completely resisted this and has said that it is not prepared to compromise this issue under any circumstances. The Board here can follow the Company's reasoning. If dismissal is for proper cause (and the grievance procedure should guarantee that it must be), the dismissed employee is certainly not entitled to notice whether it be for one month or one day. Likewise, in our opinion he should not be entitled to pay in lieu thereof. We, therefore, feel that we must recommend that no such clause be written into the contact.

Starting Time

The next issue with which we propose to deal is that of change of starting time. The union's request is set out in its proposed Article 12. While the union has made this request, it is prepared to reduce the request in its effect by agreeing to a clause which excepts certain types of public interest programs. We would recommend, in this connection, that the union's request as set out in its proposed Article 12 be granted with the proviso added to the union's draft that it shall not apply to any special program scheduled as a public interest program. We feel that if the Company gets special pay for this type of special program, the provisions of the union request are reasonable, but that if the Company does not get special pay for this type of special program, the union request is not so reasonable and the Company should not be penalized for something that it cannot avoid. Bearing this thinking in mind, it should not be difficult to work out an appropriate wording on this point.

Wages

The last issue with which we propose to deal is that of wages. We recognize that both parties have made submissions on wages. We recognize that on the union's submission and comparisons based upon the CBC that this Company's wage rates are not high. At the same time, we recognize that if we accept the comparisons made by the Company, which it says are comparable, the Company's wage rates may be higher than these comparables.

However, whichever set of figures might be accepted, we do feel that this part of the case has not been sufficiently developed before us for us to come to any conclusion upon the comparison of rates that should be applicable to this Company. We, therefore, are not in a position where we feel that we would be competent to make a ruling upon the wages which should be paid by the Frontenac Broadcasting Company. We, therefore, feel that, in view of the fact that there is such a diversity of opinion between the parties and that there has not been sufficient evidence brought to us by either party on this issue, which would make an intelligent recommendation possible, we therefore are forced to leave the issue of wages to the parties themselves to settle.

The above recommendations insofar as they are positive recommendations are made by the Chairman and, in some instances, with the reluctant concurrence of Mr. Quaife. Mr. Cunningham, on the other hand, feels that he cannot concur in the findings here insofar as they contain positive recommendations. He feels and is convinced that the parties involved in this dispute were at the outset very far apart on the issues and were at the termination of the second hearing very little closer together. Therefore, as a member of this Conciliation Board, since he is convinced after the two hearings that nothing has come about which in any way has narrowed the gap between them, he believes that there is no advantage to be gained by the parties through the Board's making any recommendations of a specific nature. He further feels that he is not competent, in view of the evidence which came out before the Board, to make any recommendation which could have any hope of assisting the parties in this matter. He feels, therefore, in view of the diversity of opinion that was shown to exist between the parties, and in view of the fact that neither party was prepared to give sufficient evidence upon which

to found, in his opinion, a proper finding, that he is forced to leave the issues in this matter to the parties themselves to settle.

All of which is respectfully submitted.

(*Sgd.*) WILFRID S. LANE,
Chairman

(*Sgd.*) FRANK QUAIFE,
Member

(*Sgd.*) D. G. CUNNINGHAM,
Member

Dated at Picton, Ont., the 29th day of January, 1962.

Report of Board in Dispute between

Guy Tombs Marine Services Limited and Davie Transportation Limited, Montreal

and

Seafarers' International Union of North America Canadian District

The Board of Conciliation and Investigation was appointed on September 14, 1961, to endeavour to bring about agreement between the parties to the above dispute. On October 17, 1961, the members of the Board were appointed: John M. Wynn, C.A., for the Company; Jean G. Larivière, for the Union; and G. D. LaViolette, Chairman. The documents pertinent to the litigation were received at the offices of the Chairman on October 20, 1961.

The agreement between the Company and the Union expired on November 30, 1960, and the subject of the litigation now under study has to do with the renewal of this agreement. Three ships are involved, two plying between Quebec and New York and one from Three-Rivers to New York, carrying newsprint; the Union, in the dispute, represents 14 employees, unlicensed personnel.

During January, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between Guy Tombs Marine Services Limited and Davie Transportation Limited, Montreal, and the Seafarers' International Union of North America, Canadian District..

The Board was under the chairmanship of G. D. LaViolette of Montreal. He was appointed by the Minister in the absence of a joint recommendation from the other two members, John M. Wynn, C.A., and Jean G. Larivière, both of Montreal, nominees of the companies and union, respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the Report of the Board, was submitted by the Chairman and Mr. Wynn. The minority report was submitted by Mr. Larivière.

The majority reports are reproduced here.

A. The Dispute

The differences between the parties are the following: Mr. McLaughlin, Union Representative, declared that he was prepared to consider an offer from the Company which would provide for the reduction of working hours to an 8-hour shift on a spread of 16 hours, and any work performed between midnight and 8.00 a.m. to be paid at the overtime rate of $1.85 for sailors and $2.32 for cooks, and some increase in the monthly rate of pay.

Mr. Tombs, president of the Company, has maintained from the outset that the operation was a continual loss of money and, unless some radical changes were effected, the operation could not be carried out much longer. It is impossible under the circumstances to consider any increase in cost whatever, be it through the reduction of working hours, overtime payable or increase of the monthly rate of pay.

At the public hearings and after, efforts were made by the Board to see whether Mr. Tombs could find a way to alter his position and make an offer of some kind to the Union. He remained adamant as to his original decision "no increased costs of any kind" and, obviously, bringing the parties together became impossible. Therefore, the next step for the Board was to make its Report, taking into consideration all the facts submitted.

B. Background of the Dispute

This dispute on wages and particularly on working hours is nothing new for this class of operation, that is, inland ships rendering *a service* between ports on the St. Lawrence River and New York City.

In previous years, conciliation took place jointly for the two Companies mentioned heretofore and Quebec Paper Sales and

Transportation Company Limited, or independently with an agreement that the contract agreed upon by one of the Companies would apply to the others. This has been changed recently: in the present conciliation the Quebec Paper Sales and Transportation Company Limited is not involved, it took its problems to conciliation independently of its two former associates.

When conciliation took place in the present case, the parties were asked if they would agree to a contract made along the lines of the eventual settlement of the Quebec Paper Sales and Transportation Company Limited then in conciliation. The Union was agreeable to this possibility, but Mr. Tombs refused on the basis that, because the Quebec Paper Sales and Transportation Company Limited was part of Howard Smith Paper Mills and Dominion Tar & Chemical Company combined, their shipping operations could be maintained even at a loss.

Before the change of procedure mentioned above, two Boards of Conciliation and Investigation were constituted by The Honourable Minister of Labour of the Government of Canada: one under the chairmanship of Hon. Judge Paul E. Côté of Montreal, reported on July 13, 1956, and the other under the chairmanship of H. Carl Goldenberg, Q.C., of Montreal, reported on July 31, 1958.

In the first case, a substantial increase in wages was recommended and an overtime premium pay on the basis of a 7-day, 8-hours-per-day work week; in the second award, a susbtantial increase in pay but no allowance for overtime payment. In lieu of an overtime payment as requested after a 40-hour week, it was recommended that the employees should receive an additional week's vacation.

In both cases, in post-arbitration, the parties agreed to substitute, for the overtime payment, and the additional week's vacation pay, an additional increase in wages.

The problem now comes up on the same slant: a request for increased wages—a request for a reduced work week of 40 hours; and overtime pay. This is the matter now before the Board for study and recommendation, and our notes on the subject will be found hereafter.

C. Our Study of the Problem

The Union submits that these boats should be subject to the same conditions as prevail on the lakers, for the good reason that uniformity of operation is a requirement and, secondly, that sailors on a lake boat enjoy a 40-hour week and penalty payment thereafter. Why should a sailor on another boat be denied this privilege and be called upon to work as much as 70 hours in one week?

While uniformity may be very desirable, conditions of operation on the lakers and conditions of operation on those inland ships are very different. On the other hand, the question of working as much as 70 hours a week is indeed a problem.

Physically it would be impossible to work on a three 8-hour-shift operation; it would require more men and the space is not available. On top of this, costs would be increased considerably. It becomes difficult to compare a boat of less than 500 tons capacity with a laker which may run as high as 10,000 tons, and the new ones *very much* higher. The economics of the business is altogether different and so is the nature of the operation. One carries on a regular trade, the other performs a specific service carrying newsprint to New York and trying to obtain cargo for the return trip. If such cargo is unobtainable, as has been the case last year, coal is taken, mainly as ballast for the ship, and that is not very satisfactory.

All the reasons advanced by the operators for refusing to accept comparison of their ships with the lakers are well known to the Union. They have been hashed and rehashed in the past by two Conciliation Boards and by a third one which recently reported for the Quebec Paper Sales and Transportation Company Limited.

As to the Company itself, one important feature of the argumentation presented is the claim that the operation is a continuous deficit and that it cannot carry on much longer. Moreover, it is a declining trade, as at one time the Company used to operate as many as seven ships, its own or chartered. The operation was profitable, except in the last two years, and the worst one was last year. The Company threatens to close the operation if costs are increased.

Railway and truck transportation has been a contributing factor, competition is intense and rates, instead of going up, are coming down. If water rates are increased, there is no guarantee that the users will not turn to rail or highway transportation.

The Company has submitted figures and, while figures can easily be argued, there is no doubt that results in 1961 are very unsatisfactory; in 1960 still unsatisfactory. It is difficult to assess if next year could be a better year or not, and as to subsequent years, who knows? However, for the last two years, the facts and figures are there.

The Union is definitely of the opinion that the workers should not subsidize a marginal operation. Whether the Company

makes a profit or not, the workers should be paid wages which are in line with those paid in their trade. It is not up to the workers to pay for the deficits incurred by the employer.

The position of both parties is thus well established. One threatens to close the operation, and the other one refuses to subsidize a deficit operation. It is now up to the Company, and to the Union after consultation with its membership, to assess what the future may imply and make the appropriate decisions.

On the Subject of Wages

The wages of an ordinary seaman work out to $67.43 a week without board, and to $77.94 if board is added. As it is asked to reproduce on ships what is taking place in industry, these wages would compare favourably with the average wage paid to industrial workers in the provinces of Nova Scotia, New Brunswick and Newfoundland; it would be in line with the Province of Quebec; and it would compare unfavourably with British Columbia and Ontario. So that, the rate of pay cannot be termed "depressed wages". True, they are not the highest paid in the shipping industry but they are also not the lowest, as a good many sailors operate on "goelettes" and their pay is much lower. And, from a practical standpoint, are not these ships big goelettes?

It must be noted here that we are speaking of a monthly wage, and not an hourly rate. That is a different problem and to make a comparison on an hourly basis we would have to have exactly the record of hours worked. Another factor that must be taken into consideration is that the occupation is seasonal, it lasts about 8 months at the most.

One particular point, to which we have made reference before, is the fact that a sailor may work as much as 70 hours a week and is not entitled to a premium payment for overtime. The contract does not provide for such a penalty payment; obviously, these people are entitled to some compensation for such long hours worked and no additional pay. As it is not practical to determine a fixed week above which overtime shall be paid, some other method of compensation has to be found. The Board is providing for same in its recommendation, under item "D" hereafter.

D. Recommendation

Taking into consideration all that is outlined heretofore, the recommendation of the Board is as follows:

(a) The Board does not agree with the demand of the Union for a 40-hour week and penalty pay after, but it does agree that an indemnity should be paid for the long hours worked at time by some of the men. And to implement this, an additional week's vacation (7 days) shall be paid to all workers engaged in the operation for the 1961 season, exactly on the basis as that outlined for vacation pay in Article 8 of the contract that expired on November 30, 1960.

(b) The Board is fully aware of the deficit position of the Company, but cannot agree to a flat refusal as to an increase in wages which must be kept in line for that class of operation. A general increase of 3% on the scale of wages for the unlicensed personnel, contained in the contract expiring on November 30, 1960, shall be paid for the 1961 season.

(c) As to the duration of the agreement: a one-year agreement which will be in effect from December 1, 1960 to November 30, 1961. The Board has taken into account the adamant position of one of the parties and deems that it becomes needless to recommend an agreement that is longer than one year.

The above recommendation is a majority decision, that of the nominee for the Company, John M. Wynn, C.A., and the Chairman of the Board, G. D. LaViolette. Jean G. Larivière, nominee for the employees is dissenting, and will submit a separate report.

Dated at Montreal, Que., the 17th day of January 1962.

(*Sgd.*) G. D. LAVIOLETTE,
Chairman

(*Sgd.*) J. M. WYNN,
Member

MINORITY REPORT

The Company submitted a financial report showing a deficit for the year 1961 and a small profit for 1960. But the Company also admits that for *very many years* it had made a profit from this operation.

Therefore it is my recommendation that the union demands be granted as presented originally to the Company.

More so, one very urgent situation is to be corrected—"the work-week"—and the Company did admit that some of its employees are on duty some weeks for 70 hours; this situation cannot be accepted or tolerated in this day and age. Also, the employees should not be expected to subsidize the Company during deficit years if it does not get a dividend over and above the regular wages in profit-bearing years.

Dated at Montreal, Que., the 19th day of January 1962.

(*Sgd.*) JEAN LARIVIÈRE,
Member.

Report of Board in Dispute between

The Shipping Federation of Canada, Inc., Montreal
and
International Longshoremen's Association

This is the decision of the Board constituted by the Minister of Labour on October 18, 1961.

The Board comprised Raymond Caron, Q.C., representing the company, Louis Laberge, representing the union, and was presided over by René Lippé, District Judge of the Magistrate's Court of the Province of Quebec.

The sittings were held in the Court House in Montreal.

The area of this grievance concerns:

(a) the incorporation in the agreement of a clause pertaining to the duties of a checker and the work load involved, and

(b) an increase of 3 cents an hour which the union is asking.

Duties of Checkers and Work Load

The union unilaterally enacted a by-law restricting the work checkers may do unless permission to do otherwise is given by the Local. Counsel for the union admitted that this by-law is not binding upon the employers. However, the union demand is that the work load be limited by a clause in the collective agreement with provision similar to the wording of the by-law. This by-law reads as follows:

No checker shall supervise receiving or shipping of cargo for more than one motor vehicle at one time, unless permission is given by Local 1657 for exceptional cases; no checker shall supervise the receiving or shipping of cargo, for more than two railway gangs at any one time, providing, however, that the commodity and marks of the cargo are the same, unless permission is given to do otherwise in exceptional cases by Local 1657; in the case where there is a railway car with a cargo of mixed commodities or marks, the checker shall supervise the receiving or shipping of cargo from one gang only, unless permission is given to do otherwise in exceptional cases by Local 1657.

The employers, on the other hand, represented that such a clause would encroach upon the employers' rights to direct their business.

The union stated that the demand, as formulated, was made following certain incidents wherein checkers were required to sign documents to the effect that certain merchandise has been checked when in fact these examinations have not taken place for one reason or another.

The specific incidents respecting which proof was made were cases where checkers were penalized for decisions improperly or unwisely made by the checker himself rather than due to acting upon instructions by the employers to sign documents for merchandise which had not been checked.

The employers maintain that in no case had a checker ever been called upon improperly to sign a document. It was admitted that in some cases checking was not required by agreement with the shippers or carriers but that no checker could or would be disciplined for shortages or errors in such cases. The employers also contended that, considering the nature of the operations, they require flexibility in the determination of the work loads.

The members of this Board, in endeavouring to reconcile the viewpoints of the parties, are of opinion that the employers are entitled to determine the work loads and to give instructions as to the manner in which the work of checkers is to be done but, on the other hand, that the employees should be entitled to make grievances and to have recourse to arbitration in the event that they feel they are unjustly disciplined for errors or shortages which are beyond their reasonable control. The Board is unanimously of opinion that no chcker should be required to sign any document to the effect that he has checked merchandise if in fact such checking has not been done by him. The foregoing statement is not a finding by this Board that the employers have required any such signing by checkers but is made to clarify the issue.

This Board submits for the consideration of the parties the following arbitration clause:

"Any dispute as to any disciplinary measure, the interpretation, application, administration or alleged violation of this agreement which the union or any of the

During January, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between the Shipping Federation of Canada, Inc., Montreal, and Local 1657 of the International Longshoremen's Association.

The Board was under the chairmanship of His Honour Judge René Lippé of Montreal. He was appointed by the Minister on the joint recommendation of the other two members, Raymond Caron, Q.C., and Louis Laberge, both of Montreal, nominees of the Federation and Association, respectively.

The Report is reproduced here.

54429-6—5

men may wish to discuss with any of the companies shall be taken up on behalf of the union or the men, first by the union's representative on the wharves (but not by the men) with the company's superintendent and/or the contracting stevedore. Any dispute which any company may wish to discuss with the union shall be taken up first by the company's superintendent and/or the contracting stevedore with the union's representative on the wharves.

"In the event that the dispute is not settled within three working days after being first discussed as above, the companies' representatives shall meet with the Union's representatives within a further two working days.

"If the dispute is not settled within a further delay of eight working days, it shall then be referred to a board of arbitration composed of three members. One shall be selected by the companies and one by the union, both within five days. A chairman shall be selected jointly by the other two. If the other two members fail to agree upon a chairman within a further five days, the Minister of Labour of Canada shall be requested, in writing, by either party to appoint a chairman.

"Such arbitration board shall sit within eight days from the selection of the chairman and shall render its decision and report to the parties within a further delay of fourteen days, unless an extension has been mutually agreed upon by the parties.

"A majority decision of the arbitration board shall be final and binding on both parties; provided that the board shall not be empowered to add to, alter, modify or amend any part of this agreement.

"Pending disposal of a dispute in accordance with the above procedure, the men shall continue to work without change in the conditions governing the work.

"The parties will jointly bear the fees and expenses of the chairman and each of the parties will respectively bear the fees and expenses of the arbitrator representing it."

Wages

The union is asking a wage increase of 3 cents an hour, so as to narrow the differential of 13 cents an hour presently existing between the wages of longshoremen and those of the checkers.

A majority of the members of this Board, after having examined the evidence adduced by the parties, recommend that this demand of the union be granted, Raymond Caron, Q.C., employer's representative, dissenting.

The whole respectfully submitted at Montreal, Que., this 26th day of January 1962.

(*Sgd.*) René Lippé,
Chairman

(*Sgd.*) Raymond Caron,
Member

(*Sgd.*) Louis Laberge,
Member.

Report of Board in Dispute between

Polymer Corporation Limited

and

1. Local 16-14, Oil, Chemical and Atomic Workers' International Union (plant workers)

and

2. Oil, Chemical and Atomic Workers' International Union (laboratory workers)

The Board of Conciliation and Investigation appointed under the Industrial Relations and Disputes Investigation Act to deal with the dispute between Polymer Corporation Limited, Sarnia, Ont., and (1) Local 16-14, Oil, Chemical and Atomic Workers' International Union (plant bargaining unit), and (2) Oil, Chemical and Atomic Workers' International Union (laboratory bargaining unit), met the parties in Toronto on the 6th, 7th, 8th and 9th days of December.

At these meetings the Union was represented by:

T. Towler—President
C. Pratt—Plant Chairman
K. Romanishen—Technical Chairman
D. Worsley—Plant Committee Member
D. Larson—Plant Committee Member
D. Pretty—Plant Committee Member
G. Tully—Technical Committee Member
J. Hillman—Technical Committee Member
V. Postil—Plant Committee Member

And the Company was represented by:

J. W. Healy—Counsel
W. A. Atherton—Manager, Employee Relations Division
J. A. Fox—Manager, Industrial Relations Department
T. J. Masters—Labour Relations Supervisor
D. W. Hunt—Assistant Superintendent, Maintenance Department
D. G. Anderson—Assistant Manager, Production
G. W. Ames—Manager, Rubber Department, Technical Division
E. A. Crockett—Assistant to Vice-President, Research

The Union and the Company submitted briefs and oral arguments in relation to all the issues in dispute in both the plant bargaining unit and the laboratory bargaining unit, and at the conclusion of the formal submissions, the Board entered into an effort to conciliate the dispute.

As a result thereof, an agreement was arrived at, which the bargaining committee and the Company signed, and in which each recommended to its respective principals that all outstanding issues be settled on the basis of the memorandum.

The memorandum of agreement is included here and forms part of this report.

The Board of Conciliation unanimously recommends that all issues be settled on the terms of the said memorandum and schedules attached thereto.

All of which is respectfully submitted.

(*Sgd.*) J. C. ANDERSON,
Chairman

(*Sgd.*) M. O'BRIEN,
Company Nominee

(*Sgd.*) HARRY WAISGLASS,
Union Nominee

Dated at Belleville, Ontario, the 16th day of January, 1962.

MEMORANDUM OF AGREEMENT

The undersigned representatives of the parties hereto hereby agree to the following in full settlement of all matters in issue between them, and undertake to recommend these terms to their respective principals:

1. One collective agreement will be signed covering the existing plant and technician's bargaining units, which units will be merged into one bargaining unit. The collective agreement will take the form of the expired collective agreement covering the plant unit, with amendments as agreed upon to absorb under it the former technician's agreement. The term of the new collective agreement will be from date of ratification until December 9, 1963.

2. The rates of pay of Technician II will be revised to provide, as indicated on the charts which have been agreed upon, for their advancement to the rate-code No. 40 rate after 5 years at the rate-code No. 50 rate.

3. The production division job-progression chart will be revised as agreed upon.

4. Wage increases shall be as in Table I.

5. There shall be a lump sum payment in lieu of retroactivity of $30.00 to each employee presently on the payroll who has performed any work since July 7, 1961,

During January, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between Polymer Corporation Limited, Sarnia, Ont., and (1) Local 16-14, Oil, Chemical and Atomic Workers' International Union (plant bargaining unit) and (2) Oil, Chemical and Atomic Workers' International Union (laboratory bargaining unit).

The Board was under the chairmanship of His Honour Judge J. C. Anderson of Belleville, Ont. He was appointed by the Minister on the joint recommendation of the other two members, Michael O'Brien and Harry Waisglass, both of Toronto, nominees of the company and union, respectively.

The Report was unanimous and incorporated a memorandum of agreement which the negotiating committees of the parties signed. They agreed to recommend to their principals ratification of the terms of settlement.

The Report and the memorandum of agreement are reproduced here.

TABLE I

Rate Code	Effective Date of Ratification	Effective 9 Months after Date of Ratification	Effective 18 Months after Date of Ratification
	cents	cents	cents
10	9	8	8
30	8	7	8
40	7	7	7
50	6	6	6
60	5	4	5
70	5	4	5
80	5	4	5
90	5	4	5

(*Continued on page 359*)

54429-6—5½

LABOUR LAW

Legal Decisions Affecting Labour

Supreme Court of Canada restores B.C. Labour Relations Board's order. Sask. Court of Queen's Bench quashes Labour Relations Board's decision. Ont. High Court rules that dismissal of employees engaged in legal strike is unlawful B.C. Supreme Court rules on the meaning and the extent of lawful picketing

In allowing an appeal from the decision of the British Columbia Court of Appeal, the Supreme Court of Canada has ruled that the Labour Relations Board did not depart from the rules of natural justice, when, after having given a full opportunity for the parties concerned to be heard, it decided to close the debate and issue its order.

In Saskatchewan, the Court of Queen's Bench, in quashing an order of the Saskatchewan Labour Relations Board, has ruled that an application for decertification under the Saskatchewan Trade Union Act can be made by the employees concerned at any time.

In Ontario, the High Court allowed an appeal from the Magistrate's decision and held the dismissal of employees engaged in a legal strike was contrary to the provisions of the Ontario Labour Relations Act.

In British Columbia, the Supreme Court, while enjoining wrongful acts at the picket line, did not interfere with the union's claim under the Trade-unions Act, when there was a legal strike at one branch of a company, to picket any other branch not actually involved in the labour dispute.

Supreme Court of Canada . . .

. . . restores B.C. Labour Relations Board's decision refusing to certify craft units in lumber industry

On December 15, 1961, the Supreme Court of Canada, by allowing an appeal from a decision of the B.C. Court of Appeal (L.G., Nov. 1961, p. 1152), restored the decision of the Labour Relations Board refusing a union certification as bargaining agent for the engineers and firemen in ten plants of the lumber industry. The certification application, by Local 883 of the International Union of Operating Engineers, had been opposed by Forest Industrial Relations Limited, as representative of the industry, and the International Woodworkers of America, which had been certified as bargaining agent for the whole industry.

The judgment of the Supreme Court of Canada was delivered by Mr. Justice Judson. He recalled that on receipt of the Operating Engineers' application on April 26, 1960, the Board sent the usual notices to all interested parties, namely, Forest Industrial Relations Limited, the International Woodworkers of America, and the employees affected by the application.

At an oral hearing before the Board on June 8, 1960, all parties had a full opportunity to be heard, to call evidence, to cross-examine witnesses and make their submissions.

During the hearing, Forest Industrial Relations Limited invited the Board to visit representative plants. The Board agreed to do so and notified all parties that it would visit two plants on June 20.

Shortly before the visit, the Operating Engineers suggested that the hearing be reopened for the purpose of making further representations. The Board decided against this but told the interested parties it would consider further submissions in writing, to be made not later than July 12. Forest Industrial Relations Limited replied that it had completed its submissions but requested an opportunity to reply if representations were made by others. The IWA replied that its case was completed but that it wished to be informed if the hearings were to be reopened.

The Operating Engineers made its submissions by letter dated July 7. The Board sent copies of this letter to Forest Industrial Relations Limited and the IWA who replied in writing, on July 20 and July 22, respectively, to the submissions of the Operating Engineers. These replies were not sent to the Operating Engineers.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

On July 28, the Board notified the Operating Engineers Union that its application was rejected on the ground that its units of employees were not appropriate for collective bargaining. On September 26, the Operating Engineers moved for a writ of *certiorari* to quash the decision of the Board. This application was rejected by Mr. Justice Verchere but granted by the Court of Appeal.

In Mr. Justice Judson's opinion, considering the facts of the case, the issues of jurisdiction and departure from the rules of natural justice, upon which the judgment of the Court of Appeal was founded, did not arise.

The real complaint of the Operating Engineers was that it should have been afforded an opportunity of replying to the submissions made by Forest Industrial Relations Limited and the IWA in their letters of July 20 and July 22. Mr. Justice Judson noted that all the parties had been given a full opportunity to be heard. After a full oral hearing and a view of two representative plants, the Board merely gave the interested parties an opportunity to make any further submissions they chose. After hearing from one side and hearing from the other side in reply, it was not a departure from the rules of natural justice for the Board to hold that the debate had gone on long enough and that it was time to stop.

Further, Mr. Justice Judson added, the Board fully complied with its own Act (S. 62(8)), which states that "the Board shall determine its own procedure but shall in every case give an opportunity to all interested parties to present evidence and make representations."

The Supreme Court of Canada set aside the order of the Court of Appeal and restored the order of Mr. Justice Verchere and the decision of the Board. *Re Labour Relations Act; Re International Union of Operating Engineers, Local 882; Re International Woodworkers of America, Forest Industrial Relations Limited and Labour Relations Board,* (1962), 37 W.W.R., Part 1, p. 43.

Saskatchewan Court of Queen's Bench . . .

. . . rules employees can exercise right to make an application for decertification at any time

On May 25, 1961, Mr. Justice Disbery of the Saskatchewan Court of Queen's Bench quashed an order of the Saskatchewan Labour Relations Board dismissing an application to revoke a certification order. The Court held that the Saskatchewan Trade Union Act did not put any time limit on application for decertification and such an application could be made by the employees concerned at any time.

On November 18, 1959, the Board issued an order certifying Local 189 of the United Stone and Applied Products Workers of America as bargaining agent for a unit of employees of Jim Patrick Co. Ltd. After this the company and the union entered into a collective agreement dated January 25, 1960, which expired on January 24, 1961, and since then no collective agreement had been concluded.

On February 3, 1961, the employees of the company coming within the ambit of the bargaining unit filed an application with the Board to revoke the certification granted by the Board's order of November 18, 1959, on the grounds that the union in question no longer represented a majority of the employees in the bargaining unit and that the majority of the employees did not wish the union to act further as their bargaining agent with the employer. On February 25, the Board heard the application and dismissed it on the ground that the application was not made within 60-30 days before the date of expiry of the bargaining agreement between the parties and was therefore out of time.

Then the employees applied to the Court to quash the Board's order dismissing the application for decertification and asked for a write of *mandamus* directing the Board to exercise its jurisdiction in accordance with Section 5(i) of the Trade Union Act and to process the said application accordingly. The applicants based their application on the ground that the Board acted without jurisdiction or in excess of jurisdiction (or alternatively erred in law) in dismissing the application for decertification on the ground that it was not made within 60-30 days before the expiry date of the bargaining agreement and that the Board failed to adjudicate and decide upon the application as required by Section 5 (i) of the Act and the regulations issued under Section 14 (1) of the Act.

Section 3 of the Trade Union Act gives the employees the right to bargain collectively through representatives "of their own choosing" and declares that such representatives "shall be the exclusive representatives of all employees in such unit for the purpose of bargaining collectively." Employees wishing to rid themselves of a representative who no longer is "of their own choosing" have a right to apply to the Board under Section 5(i) of the Act to rescind its order designating such unwanted representatives as their "exclusive representative."

The relevant part of Section 5 reads as follows: "S. 5. The Board shall have power to make orders: . . . (i) rescinding or amending any order or decision of the board."

The position taken by the Board was that this right of employees to apply for decertification can be exercised only during the 60 to 30-day period preceding the expiry of the collective agreement. Counsel for the Board admitted that no such limitation is imposed by the Act but sought to justify the Board's decision mainly on the ground that Section 26(3) of the Act provides that any other trade union may apply for certification within the 60 to 30-day period before the expiry date of such agreement. Counsel for the Board submitted that as the employees were permitted to change their bargaining agent only within this period, it should necessarily follow that they should have the right to rid themselves of an unwanted representative by making an application for decertification during the same limited period. To allow employees to revoke the certification of their bargaining representative at any time would, in the opinion of the Board, endanger the stability of labour relations. Counsel for the Board referred to the decision of the Ontario Labour Relations Board in *West York Coach Lines Drivers Assn. and Amalgamated Assn. of Street and Electric Railway Employees of America* (CCH, Section 17,002), in which the Ontario Board expressed an opinion that the considerations which led to the enactment of the certification provisions of the Regulations apply with equal force to revocation cases.

In the situation where there is no collective bargaining agreement in effect, Counsel for the Board was of the opinion that the application could be made when, in the opinion of the Board, a reasonable time had elapsed during which negotiations between the union and the company had failed to produce an agreement.

Mr. Justice Disbery noted that under the Alberta Labour Act the general rule is that employees may apply for revocation at any time after 10 months from the date of certification and, where an agreement is in effect, within two months from the expiry date. Under the Manitoba Labour Relations Act, where no collective bargaining agreement is in force, no application for revocation can be made until 10 months have elapsed from the date of certification. No such limitations where no agreement is in effect appear in the Saskatchewan Trade Union Act.

In *Reg. ex rel F. W. Woolworth Co. and Slabick v. Labour Relations Board* (L.G., April 1956, p. 419) Mr. Justice Locke of the Supreme Court of Canada, after referring to Sections 3 and 26 of the Saskatchewan Trade Union Act, said:

> The Act does not otherwise define the time or restrict the manner in which the rights given to the employees by sec. 3 may be exercised. The union, for reasons which are irrelevant in determining the rights of the employees, had failed to negotiate an agreement with the employer and the rights of the employees to choose another representative was thus neither suspended nor affected.
>
> The language of sec. 5, in so far as it affects this aspect of the matter, reads:
>
> 5. The board shall have power to make orders:
>
> (i) rescinding or amending any order or decision of the board.
>
> While this language is permissive in form, it imposed, in my opinion, a duty upon the Board to exercise this power when called upon to do so by a party interested and having the right to make the application . . . . Enabling words are always compulsory where they are words to effectuate a legal right . . . .

Mr. Justice Disbery referred also to Clause 6 of the Board's regulations, which reads:

> 6. Any trade union, any employer or any person directly concerned may apply to the Board for an order rescinding or amending any order or decision of the Board.

Further, he noted that in the case at bar some 14½ months after the union became the bargaining agent of the employees all the employees applied to the Board to revoke the certification order. Although the Legislature saw fit to set limits with respect to the time when certain other applications might be made, it did not see fit to place any such restriction or limitation upon employees applying to the Board to rid themselves of a bargaining representative they no longer wanted. Mr. Justice Disbery added that the right of the employees to apply to revoke the certification order was a right exercisable by them at any time and it was the duty of the Board to hear the application and give effect to the statutory rights of the applicants.

The Board did hear the application but refused it on the ground that the applicants could only seek to exercise this right during a 30-day period. Mr. Justice Disbery was of the opinion that when the Legislature had not seen fit to impose any restriction, the Board had no right to restrict the applicants' right to apply to a 30-day period in the course of the year. The attitude of the Board amounted to a refusal on the part of the Board to perform the duties cast upon it by the Trade Union Act.

It might be desirable, in the interests of stability in labour relations, to prohibit applications for decertification for a certain

period following the certification of a union as was done by the Legislatures of Alberta and Manitoba. The Legislature of Saskatchewan, however, did not place any restriction or limitation upon the time within which applications could be made by employees to revoke the certification order of their bargaining representatives. Mr. Justice Disbery added that it is for the Legislature to enact the law; for the judiciary to interpret it; and for the Board to perform the duties cast upon it by the Trade Union Act. It is not for the Board to impose restrictions upon the exercise of rights existing at law and under the Act because, in the opinion of the Board, such restrictions are desirable.

In conclusion, the Court held that the Board, in refusing to consider the application for decertification, refused to exercise their jurisdiction and, by seeking to impose the time restriction, acted in excess of jurisdiction. In doing so, the Board also erred in law.

The Court quashed the Board's order of February 25, 1961, whereby the application for decertification was dismissed on the ground that it was not made within 60-30 days before the expiry of the collective agreement. Also, the Court issued a writ of *mandamus* directing the Board to hear and determine, according to law, the application for decertification of February 3, 1961, to rescind the certification order of November 18, 1959. *Re A Labour Relations Board Order; Fey et al. v. United Stone and Allied Products Workers of America and Local Union No. 189, (1961), 35 W.W.R., Part 13, p. 577.*

Ontario High Court . . .

. . . rules dismissal of employees on legal strike is unlawful under Ontario Labour Relations Act

On December 13, 1961, Chief Justice McRuer of the Ontario High Court, allowing the appeal from the judgment of Magistrate Elmore, who had previously upheld the right of an employer to discharge from employment workers on legal strike (L.G., Dec. 1961, p. 1277), ruled that the Ontario Labour Relations Act recognized the employees' common law right to strike and the employees did not cease to be employees by reason of the fact that they went on strike. As a strike is a part of lawful union activities, the Act forbids the employer to dismiss or threaten to dismiss the employees engaged in a lawful strike.

The Chief Justice recalled the following facts of the dispute. A collective agreement between Local 299, Hotel and Club Employees' Union of the Hotel and Restaurant Employees' and Bartenders' International Union and the Royal York Hotel in Toronto expired on August 16, 1960. The conciliation procedure provided for under the Ontario Labour Relations Act was resorted to and exhausted. On April 24, 1961, a strike vote was taken and the union called a strike. On June 26, the employer sent to the employees on strike a letter advising them either to return to work or resign. The letter stated also that a failure to send the requested notification by July 15, would result in dismissal effective July 16.

On July 18 a further letter was sent by the employer to the persons on strike notifying them that, as the result of their failure to indicate their availability for duty or otherwise, their employment record at the Royal York Hotel had been closed effective July 16, 1961. This communication referred to a letter sent to the Hotel management by the Secretary-Business Agent of Local 299, which contained the following paragraph:

> Our members wish to make clear that they consider themselves employees of the Royal York Hotel who are on a lawful strike and that they will continue to consider themselves to be employees of the Hotel until and after the strike is settled and a collective agreement between the Hotel and the Union is entered into.

After the dismissal of the employees on strike, the union brought two charges under the Ontario Labour Relations Act against the Canadian Pacific Railway Company, owner of the Royal York Hotel. The first charge was that, contrary to Sections 50(a) and 69(1) of the Labour Relations Act, the company sought, by threat of dismissal, to compel certain employees to cease exercising their rights under the Act, namely the right to participate in a lawful strike. The second charge was that the company unlawfully refused to continue to employ certain employees because they were exercising a right under Sections 50(a) and 69(1) of the Act to participate in a lawful strike. On October 18, Magistrate Elmore dismissed both charges.

The Magistrate's decision was appealed by the union and certain findings and assumptions made by the Magistrate were claimed by the union to be wrong in law. These were: that the right to strike is a common law right and not a right under the Ontario Labour Relations Act; no strike could be properly called, nor could the employees in question cease to work unless or until they terminated their individual contracts by proper notice; the law required an employee to terminate his contract of employment for the purpose of participating in a strike; the Labour Relations Act did not alter the requirement that an employee should

terminate his individual contract of employment before participating in a strike; the persons on strike had no right to strike and to cease work; the persons on strike ceased to be employees of the company by the fact of going on strike and ceasing to work or in any event they subjected themselves to being discharged by going on strike and ceasing to work; the strike in question was not a lawful activity of a trade union.

The principal question argued before Chief Justice McRuer was whether the Labour Relations Act prevents an employer from discharging an employee merely because he joins in a strike following a strike vote which had been taken after the expiration of a collective agreement and the exhaustion of conciliation proceedings. Approaching this problem, the Chief Justice first considered the common law and then discussed the provisions of the Labour Relations Act in the light of the common law.

Counsel for the company argued that all strikes are unlawful at common law because a concerted act of employees failing to report for work without just cause is an unlawful agreement to commit a breach of contract.

Chief Justice McRuer rejected this submission. He pointed out that the whole course of jurisprudence in the last century establishes that a strike is not an unlawful conspiracy unless it involves something more than the motive or purpose of advancing the interests of the employees. In *Mogul Steamship Company Limited v. McGregor, Gow & Co., and Others,* (1882), A.C. 25, Lord Bramwell stated: "I have always said that a combination of workmen, an agreement among them to cease work except for higher wages, and a strike in consequence, was lawful at common law; perhaps not enforceable *inter se,* but not indictable."

In *Quinn v. Leathem,* (1901), A.C. 495, Lord Lindley said: "A combination not to work is one thing, and is lawful."

In *Crofter Hand Woven Harris Tweed Company Limited v. Vietch,* (1942), A.C. 435, Lord Wright said: "Where the rights of labour are concerned, the rights of the employer are conditioned by the rights of the men to give or withhold their services. The right of workmen to strike is an essential element in the principle of collective agreement."

The same principle of law was restated by Mr. Justice Rand of the Supreme Court of Canada in *William Newell v. H. Barker and John W. Bruce,* (L.G. 1950, p. 289), where he said: "It is now established beyond controversy that in the competition between workmen and employers and between groups of workmen, concerted abstention from work for the purpose of serving the interest of organized labour is justifiable conduct."

Dealing with the statutory provisions, the Chief Justice noted that the Ontario Labour Relations Act defines a trade union and a strike as follows:

S. 1(1)(j) "Trade union" means an organization of employees formed for purposes that include the regulation of relations between employees and employers and includes a provincial, national or international trade union.

S. 1(1)(i) "Strike" includes a cessation of work, a refusal to work or to continue to work by employees in combination or in concert or in accordance with a common understanding, or a slow-down or other concerted activity on the part of employees designed to restrict or limit output.

In the opinion of the Chief Justice, the crux of the case under review was the proper interpretation of Section 1(2) of the Act, of which the relevant parts read as follows:

For the purposes of this Act, no person shall be deemed to have ceased to be an employee by reason only of his ceasing to work for his employer as the result of a . . . strike or by reason only of his being dismissed by his employer contrary to this Act . . .

This subsection, Chief Justice McRuer added, preserves the relationship of employer and employee for the purposes of the statute, notwithstanding a strike. Although the Act does not purport to create a statutory right to strike, it recognizes the common-law right to strike within the limits of the provisions of the Act. For instance, there must be no strike while a collective agreement is in force nor while the conciliation procedure is in progress. Section 57 expressly refers to lawful strikes and Section 67 gives the Labour Relations Board power to determine whether a strike is or is not lawful.

The Chief Justice could find no basis in law for the theory that in order that employees may engage in a lawful strike they must first resign from their employment. If an employee resigns he is no longer an employee. The Act contemplates a strike that is a cessation of work by "employees," not a refusal by ex-employees to go back to work. In fact, Section 1(1)(i) defines a strike as a cessation of work by employees.

In Section 1(2) the words "for the purposes of this Act" include the penal provisions of the Act. Section 69 makes it an offence to contravene any of the provisions of the Act. The relevant portions of Section 50 are:

No employer . . .

(a) shall refuse to employ or to continue to employ a person . . . because the person was or is . . . exercising any . . . rights under this Act; . . .

(c) shall seek by threat of dismissal, or by any other kind of threat . . . or by any other means to compel an employee to become or refrain from becoming or to continue to be or to cease to be a member or officer or representative of a trade union or to exercise any other rights under this Act.

Under the statute, the Chief Justice held that the employees on strike in the case under review had not ceased to be employees of the company. The union, after a proper strike vote of the members, called a strike. The strike was a lawful activity of the union within the meaning of Section 3 of the Act and the employees were given, under this section, a statutory right to participate in it. Therefore, they were exercising a "right under this Act" within the meaning of Section 50.

The Chief Justice was of the opinion that the company's letter of June 26 was a threat to terminate the legal relationship of employer and employee that was expressly preserved by the provisions of Section 1(2). The Act recognizes that there may be employees who are reporting for work and employees who are on strike and it forbids the employer to dismiss or threaten to dismiss members of either class because they engage in lawful union activities.

In summing up, Chief Justice McRuer held that the right to strike is a common-law right that is recognized by the Labour Relations Act; that the Magistrate was wrong in law in holding that no strike could be called nor could the employees in question cease to work unless or until they terminated their individual contracts by proper notice. In his opinion, one of the purposes of Section 1(2) is to preserve for employees their rights as such while they are on strike. The Act creates a statutory class of employees, viz., employees on strike. Further, the Chief Justice held that the employees on strike did not cease to be employees by reason of the fact that they went on strike. The strike was a lawful activity of the union.

The Court allowed the union's appeal and set aside the Magistrate's order dismissing the charges of violation of the Labour Relations Act brought against the company by the union. *Regina ex rel. Onofrio Zambri v. Canadian Pacific Railway Company*, Canadian Labour Law Reports, January 24, 1962, Para. 15, 380.

British Columbia Supreme Court . . .

. . . upholds union's right to picket all operations of a company provided that strike is a legal one

On September 29, 1961, Chief Justice Lett of the British Columbia Supreme Court, dealing with an application by a union to dissolve an injunction to restrain picketing of Woolworth's Vancouver store, held that under the Trade-unions Act the picketing was not restricted to the company's operations or branch on legal strike, but could extend to all the company's operations. He did, however, uphold the injunction order in so far as the information on the placard was of the nature to mislead, misinform or deceive the public.

The Retail Food and Drug Clerks Union, Local 1518, was certified as a bargaining agent for the employees in two stores of the F. W. Woolworth Company Limited, at Port Alberni and Nanaimo in British Columbia.

On June 16, 1961, the employees of the store at Port Alberni went on strike, which was legal under the provisions of the B.C. Labour Relations Act. About September 22, the union began picketing various retail outlets operated by the company in British Columbia, among them the company's store in Vancouver.

The pickets in Vancouver displayed placards which read: "Members of Retail Clerks Union, Local 1518, on Strike Against F. W. Woolworth Co., at Pt. Alberni, B.C.". The words "Members of Retail Clerks Union Local 1518" were approximately one inch high, the words "on strike" were three inches high, and the words "against F. W. Woolworth Co. at Pt. Alberni, B.C." were one-half inch high.

On September 23, an *ex parte* injunction was issued restraining picketing. Before the statutory period of four days for *ex parte* injunction expired, the union moved a motion to dissolve the order restraining the union from picketing the company's retail store outlets in the province of British Columbia.

Counsel for the union submitted the following grounds for dissolving the injunction: The injunction order was bad in form in that it was in effect a perpetual injunction; the evidence in support of the motion for the interim injunction was seriously defective; the evidence on the *ex parte* application did not disclose irreparable loss on the part of the company; the evidence did not disclose any unlawful act by the union that would take away the union's rights under Section 3 of the Trade-unions Act.

The union's submission that the injunction order was bad in form and that it was in effect a perpetual injunction was rejected by Chief Justice Lett in view of the provisions of Section 6(2) of the Trade-unions Act, which specifically provide that an *ex parte* injunction shall not be for a period longer than four clear days. Further, the

Chief Justice held that the evidence presented by the company in support of the motion for injunction was adequate and not defective to the extent contended by the union.

Examining the union's submission that the evidence on the *ex parte* application did not disclose irreparable loss on the part of the company, the Chief Justice noted that in Section 6(1)(b) of the Trade-unions Act, referring to *ex parte* injunctions, the words used are: "except (a) to safeguard public order; or (b) prevent substantial or irreparable damage to property." In his view, the evidence presented was sufficient to establish that if the picketing in the manner alleged were to continue, substantial or irreparable damage could be sustained by the company within the meaning of the words "irreparable damage" as defined in the court judgments in *Litchfield Sheer v. Queen Anne's Gate Syndicate (No. 2) Ltd.*, (1919) 1 ch 407, and in *Pacific Coast Terminals Co. Ltd. v. International Longshoremen's & Warehousemen's Union, Local 502* (L.G. 1960, p. 68).

The union's submission that the evidence did not disclose any unlawful act that would take away the union's rights under Section 3 of the Trade-unions Act amounted to the union's claim that the interim injunction should not have been granted because the evidence did not disclose an unlawful act on the part of the union. In support of this submission, the union relied on the case of *Taylor, Pearson & Carson (B.C.) Ltd. v. Retail, Wholesale and Store Union, Local 535* (L.G., Jan., p. 74).

Chief Justice Lett noted that in the *Taylor* case Mr. Justice Collins found that pickets in not improper numbers were present and the placards contained true statements. In the case at bar, the evidence disclosed that there were as many as five pickets in front of the company's store in Vancouver. While it is difficult for a court, the Chief Justice added, to say how many pickets are necessary or reasonable in any given situation to disseminate information to the public or to "persuade or endeavour to persuade anyone not to" do things set forth in Section 3(a), (b) and (c) of the Trade-unions Act, in his view, in the absence of any evidence of necessity, five pickets in front of a store with a small frontage were more than necessary, assuming that they were present for a permissible and lawful purpose *(Army & Navy Department Stores v. Retail, Wholesale and Department Store Union Local No. 535* (L.G. 1950, p. 2094)).

Dealing with the information shown on the placard, and particularly regarding the varying sizes of the lettering upon the placards, the Chief Justice expressed the opinion that, had the information been printed in letters of equal size, and if all words had been equally discernible to a member of the public passing by on the sidewalk in front of the premises, then there might be some ground for alleging that the information on the placard was true and was, in the proper sense, information. But, in his view, it was clear that the placards were so designed and printed as to mislead and deceive the ordinary observer passing by into a belief that the picketing and the placard itself related to a strike at the premises being picketed. While technically the information might have conveyed true information to the reader if read in its entirety, the placards, by reason of the varying sizes of the letters, could only convey to a reader, as he passed by, information that was not the truth. In effect, the placards concealed the fact that the strike was not at the premises picketed, as the placards and the presence there of the pickets would indicate, but somewhere else. It was in effect misinformation that was disclosed by the placards.

Further, the Chief Justice added that the placards were so designed and displayed as to suggest that which was false and to suppress that which was true and, therefore, these placards were fraudulent and calculated to convey misinformation to the public and in this sense "unlawful" within the meaning of Section 3 of the Act. In his opinion, when using the words "and without acts that are otherwise unlawful" in Section 3 of the Trade-unions Act, the Legislature did not intend, in the case where there is a legal strike at one branch of an employer's business, to permit a trade union to inflict irreparable damage upon an employer at any or all of his branches by the display or publication to the public by pickets and placards of information designed in such form as to conceal or suppress that which was true and suggest that which was false.

Finally, the union objected to the terms of the interim injunction as being too wide. In this respect, the union relied on *Mostrenko v. Groves* (L.G. 1953, p. 1515) in which the court continued an interim injunction against picketing to the trial, but enjoined only wrongful acts. Counsel for the union submitted that in the case at bar there was nothing in the evidence to support an absolute bar to picketing, but that only wrongful acts should be enjoined.

Chief Justice Lett accepted this submission and thought that it would not be proper or justifiable to deprive the union of whatever right to picket in a lawful manner

it might have under the Act. Consequently, the court varied the interim injunction to meet the objection of the union and enjoined the union only from picketing with placards designed to or likely to have the effect of misleading, misinforming or deceiving the public. *F. W. Woolworth Company Limited v. Retail Food and Drug Clerks Union, Local 1518,* (1961), 36 W.W.R., Part 12, p. 565.

Recent Regulations under Provincial Legislation

Higher minimum wages established for taxicab drivers in British Columbia, and minimum rates established for women restaurant workers in Charlottetown, P.E.I.

A new order of the British Columbia Board of Industrial Relations set a minimum wage of $40 a week for taxicab drivers who work 40 or more hours a week and of $1 an hour for part-time drivers.

A minimum wage order made by the Prince Edward Island Labour Relations Board established a weekly minimum of $21 for waitresses in Charlottetown and of $16 for other female restaurant workers in the area. The order also dealt with overtime, part-time work, statutory holidays, sick leave and annual vacations.

In Saskatchewan, the regulations under the Gas and Oil Conservation Act were re-issued with a few changes in the safety provisions.

Other regulations dealt with the membership of the Labour Safety Council of Ontario and the definition of industrial disease under the Quebec Workmen's Compensation Act.

Alberta Workmen's Compensation Act

The Alberta Workmen's Compensation Board has amended the definitions of restaurant and retail store in the general regulations under the Workmen's Compensation Act. The amended definitions are intended to exclude from coverage of the Act a restaurant or retail store carried on at or in connection with a stampede, rodeo, fair, sporting event, exhibition or athletic event, except where such an undertaking is carried on as part of an industry within the scope of the Act.

The new regulation (Alta. Reg. 424/61) was gazetted December 30, to take effect January 1, 1962.

British Columbia Male and Female Minimum Wage Acts

Under the British Columbia Male and Female Minimum Wage Acts, the British Columbia Board of Industrial Relations has issued a new minimum wage order establishing, effective February 12, 1962, a minimum wage of $40 a week for taxicab drivers who work 40 or more hours a week, and of $1 an hour for drivers whose regular work week is less than 40 hours. The new order (B.C. Reg. 2/62) replaces a 1950 order which set a minimum of 55 cents an hour for taxicab drivers and taxicab dispatchers.

As before, the order applies to all persons who operate or drive for hire a motor vehicle with seating accommodation for nine passengers or less. Unlike the former order, however, the new order does not cover taxicab dispatchers who assign work to or direct the movements of taxicab drivers.

As previously indicated, the revised order distinguishes between taxicab drivers who normally work 40 hours or more a week (Class A employees) and drivers whose regular work week is less than 40 hours (Class B employees). The minimum rate for Class A employees is $40 a week and for Class B employees, $1 an hour.

The same overtime rate, $1.50 an hour, is set for both categories of taxicab drivers. This premium rate is now payable for all hours worked in excess of eight in the day or 44 in the week where the hours worked do not exceed eight in any one day. Under the previous order, a taxicab driver had to work more than nine hours in a day or 48 hours in a week before he was entitled to overtime.

The daily guarantee provision, which had previously provided for a minimum of two hours pay for reporting for work in response to a call from the employer, was brought into line with that in other recent orders. A taxicab driver must now be paid his regular rate of pay for the entire period spent at the place of work with a minimum of $2 for reporting for work unless his condition is such that he is not competent to perform his duties, or he has failed to comply with the Accident Prevention Regulations of the Workmen's Compensation Board. If a taxicab driver commences work, he must be paid at least $4, except when his work is suspended because of inclement weather or other reasons completely beyond the control of the employer.

Another significant new feature is the provision for a weekly rest of 32 consecutive hours. In exceptional cases where it is recognized that a 32-hour weekly rest is not suitable, the Board may approve a different arrangement upon the joint application of the employer and the taxicab driver concerned.

The order also contains the usual provisions respecting semi-monthly payment of wages, posting of orders and the keeping of records.

Ontario Department of Labour Act

A regulation under the Ontario Department of Labour Act concerning the membership of the Labour Safety Council of Ontario was gazetted as O. Reg. 3/62 on January 13.

An amendment to the Act adopted last December implemented a recommendation of the Royal Commission on Industrial Safety in Ontario (L.G., Dec. 1961, p. 1238) and provided for the establishment of a Labour Safety Council "consisting of three or more persons as the Lieutenant Governor in Council determines." Its duties are to inquire into and advise the Minister upon matters respecting the safety of workers and to co-ordinate the functions of all bodies concerned with the safety of workers.

The new regulation provides that the Council is to consist of seven members.

Thomas A. Rice of Hamilton, a retired industrialist, has been appointed Chairman of the Labour Safety Council. Other members are: Dr. E. A. Allcut, retired professor of engineering, University of Toronto, member of the safety codes committee, Canadian Standards Association; Dr. James E. Barnard, Medical Director, McKinnon Industries Limited, St. Catharines; William Farquhar, business agent, Local 353, International Brotherhood of Electrical Workers, Toronto; Douglas F. Hamilton, Secretary-Treasurer, Ontario Federation of Labour; R. G. Loftus, Vice-President, Victory Soya Mills Limited, Toronto; and Herbert C. Nichols, Milne and Nichols Limited, general contractors, Toronto, and President, National Construction Council of Canada.

Ontario Industrial Standards Act

The hairdressing industry was brought under the Ontario Industrial Standards Act by O. Reg. 14/62, gazetted January 27. The Act will not apply, however, to work done in a hairdresser school licensed by the Industry and Labour Board under the Apprenticeship Act or in a shop "that holds itself out to the public as a barber shop only."

Quebec Workmen's Compensation Act

A new regulation issued by the Quebec Workmen's Compensation Commission provides that any disease peculiar to or characteristic of a particular industrial process, trade or occupation will be deemed to be an industrial disease under the Workmen's Compensation Act. The new regulation was approved by O.C. 56 and was gazetted February 3 to go into force on September 1, 1962.

Prince Edward Island Women's Minimum Wage Act

An order of the Prince Edward Island Labour Relations Board, establishing a weekly minimum wage of $21 for experienced waitresses in Charlottetown and of $16 for other female restaurant workers in the area approved by Minute-in-Council No. 767/61, was gazetted December 30 to take effect 10 days from date of publication.

This is the second minimum wage order to be issued in Prince Edward Island. An order made last October established a weekly minimum of $21 for experienced waitresses in Summerside and of $23 for female restaurant cashiers, with lower rates for learners (L.G., Dec. 1961, p. 1279).

Like the earlier order, the new order is quite comprehensive. As well as setting minimum wage rates, it deals with overtime, part-time work, hours, meals, uniforms, statutory holidays, sick leave with pay, annual vacations and pay periods.

The order applies to all restaurant waitresses in Charlottetown and within a five-mile radius of the Province Building, and to other female restaurant employees in the area.

For purposes of the order, "restaurant" means an eating establishment as defined by the "Regulations re Eating Establishments" under the Public Health Act, including a lunch counter or refreshment stand.

For the first 30 days of employment, the minimum wage now payable to waitresses in Charlottetown is $18 a week. After the expiration of this 30-day probationary period, waitresses must be paid at least $21 a week.

These rates are based on a maximum work week of 48 hours or on the normal number of hours worked per week if less than 48. Any hours worked in excess of 48 in a week or in excess of the regular work week if less than 48 are to be considered overtime and are to be paid for at the rate of time and one half.

In the case of part-time waitresses, the minimum hourly rate must be determined by dividing the minimum weekly wage by 48 or

by the usual number of hours worked in the particular establishment if less than 48. In addition, the order stipulates that all part-time waitresses must receive at least four hours pay for every day worked even though they work less than four hours.

Other female restaurant employees in Charlottetown and in a five-mile radius must be paid at least $16 for a maximum work week of 48 hours. If they work more than 48 hours in a week, they must be paid time and one half. No minimum part-time rate is set for such employees, however.

The order stipulates that all time spent by waitresses and other female restaurant employees on the employer's premises while on call or waiting for work is to be counted as time worked.

In addition to the minimum wage, every employee subject to the order must be given a free, full-course meal for every four hours worked, the choice of meal being left to the discretion of the employer.

An employer who requires employees to wear uniforms or other special apparel must provide them without charge to the employee and may not make any deductions from the minimum wage for the purpose or use of such uniforms or apparel.

The employer is prohibited from making deductions from the minimum wage for time not worked because of a statutory holiday if the employee works the scheduled working days in the week during which the holiday occurs, and, if the holiday falls on a Monday, if the employee works the last scheduled working day before the holiday. An employee who is required to work on a statutory holiday must be given a day off without deduction within the next 14 days, the order further providing that the holiday or day in lieu thereof is to be considered a working day for purposes of the order.

The order provides for sick leave with pay, stating that sick leave is to be available and is to accumulate at the rate of one day for each month of employment up to a maximum of 14 days. No deduction from wages may be made by the employer for time lost due to sickness in excess of one day, provided the employee produces a doctor's certificate verifying the illness. The order further provides that the employer is not obliged to pay for the first day's illness.

Provision is also made for an annual paid vacation. Employees are to be given a week's vacation with full pay after one year of continuous employment and two weeks after two years.

A final provision states that wages are to be paid promptly, at regular intervals not exceeding two weeks.

Saskatchewan Oil and Gas Conservation Act

Saskatchewan has issued new regulations under the Oil and Gas Conservation Act including, as before, safety regulations applying to the erection of derricks and masts, to oil and gas well drilling and service rigs, and to the cleaning and maintenance of oil storage tanks. Gazetted as O.C. 23/62 on January 19, they became effective February 1, replacing O.C. 2709/56 (L.G. 1957, p. 212).

As before, a licence from the Minister of Mineral Resources is required to operate a drilling rig. If drilling is carried on in such a way as to be a menace to life or property, the licence may be cancelled.

An obligation is placed upon the operator of a drilling rig or service rig, and upon a person who has storage facilities, to see that his equipment meets the standards set in the regulations and that his workmen comply with the numerous safety rules.

The standards for equipment and the safety rules have been revised in some instances, and new provisions have been added. The regulations now specify that airline masks or other breathing apparatus and flashlights or lanterns must be of a type approved, for the use to which they are put, by the Canadian Standards Association, instead of the United States Bureau of Mines as previously.

UNEMPLOYMENT INSURANCE AND NATIONAL EMPLOYMENT SERVICE

Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants for unemployment insurance benefit at end of December up 215,200 from end-of-November figure but down 152,900 from December last year* Of the month-end total, 18 per cent, 108,500, were seasonal benefit claimants

Claimants† for unemployment insurance benefit on December 29 totalled 601,200. This exceeded the November figure of 386,000 by nearly 56 per cent, but was 20 per cent below the December 1960 total of 754,100.

The December 1961 figure included 108,500 seasonal benefit claimants‡ compared with 134,100 the year before. The November 1961 figure included about 15,000 seasonal claimants.

Although the increase between November and December in part reflects the reduced employment associated with the advance of winter, the seasonal benefit period has a bearing on it. With the relaxation of the contribution requirements during the December to mid-May period, persons not eligible under the regular provisions may become eligible for seasonal benefit. Under the Class A provisions, 15 weeks of work in insurable employment since March 31 is sufficient; under Class B, a claimant with a regular benefit period that terminated since mid-May can qualify for benefits without any contributions in the interval.

Seasonal benefit claimants made up 18 per cent of the end-of-December total in both 1960 and 1961.

The new claimants at this time of the year are predominantly male. Of those who had been on claim for two weeks or less on December 29, 1961, the males made up 84 per cent; of those on claim for between three and four weeks, 82 per cent. This compares with a proportion of 60 per cent in the group on claim for 20 weeks or more.

> In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.
>
> Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

Initial and Renewal Claims

Initial and renewal claims filed at local offices in December numbered 357,900, which was about 105,300 more than the total of 252,600 in November, but about 90,000 fewer than the total of 448,300 in December 1960.

The estimated average weekly number of beneficiaries was 320,200 for December, in comparison with 209,800 for November and 402,600 for December 1960.

Benefit payments totalled $29,400,000 in December, compared with $20,900,000 in November and $39,800,000 in December 1960.

The average payment per week compensated was $24.20 in December, $23.76 in November and $23.51 in December 1960.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for December showed that insurance books or contribution cards were issued to 4,903,032 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1961.

**See* Tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimant's at any given time inevitably includes some whose claims are in process. During the seasonal benefit period, claims in process are classed as regular until the computation of their contribution credits indicates otherwise.

‡Payments under the seasonal benefit provisions of the Act cannot be made for any week of unemployment prior to November 26. However, claims processed after mid-November and failing the regular requirements are re-computed immediately under the seasonal benefit provisions and post-dated to November 26.

At December 31, registered employers numbered 336,289, an increase of 498 since November 30.

Enforcement Statistics

During December, 7,821 investigations were conducted by enforcement officers across Canada. Of these, 4,425 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 145 were miscellaneous investigations. The remaining 3,251 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 223 cases, 42 against employers and 181 against claimants*. Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,707.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in December totalled $29,269,080.06, compared with $29,684,645.40 in November and $28,965,943.74 in December 1960.

Benefits paid in December totalled $29,447,375.24 compared with $20,938,332.74 in November and $39,765,535.77 in December 1960.

The balance in the Fund on December 31 was $163,305,098.55; on November 30 it was $163,483,393.73 and on December 31, 1960 it was $320,903,966.85.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 1909, December 4, 1961

Summary of the Main Facts: The claimant, 69 years of age, filed an initial application for benefit at the office of the Unemployment Insurance Commission at Medicine Hat, Alta., on June 28, 1961, and was registered for employment as a sheet metal worker. He stated in the application that he had worked as a sheet metal worker for [the A ..... Company], Redcliff, Alta., from 1948 to April 30, 1961, and that his reason for separation from this employment was "Retired due to old age."

On June 28, 1961, also, he made application to have his claim antedated to June 4, 1961, for the following reasons:

My insurance book was lost and I was told by the local office that I could not file a claim without my book. I contacted [the A Co.] and they said it was sent to the local office in the week of 4 June 1961. I went to [the A Co.] and they gave me a new book today. I came to the local office to file a claim in the week 4 June 1961, but when they did not have my book, I thought I would give them two weeks to locate it and when I called again yesterday and they still had not located it, I went to [the A Co.] and obtained this new one.

The local office commented that the claimant did not ask to file a claim on June 7, only for his book, which was not at the local office. "The L.O. was given to understand that the claimant was moving to Vancouver and wanted his book to take along with him."

In a report dated June 30, 1961, an employee of the Commission's local office at Medicine Hat stated:

Claimant came into the L.O. about Wed. 7 June, 1961, asked for his insurance book only—did not register. The IBS happened to wait on him at the counter. He said the [A Co.] were supposed to have sent his insurance book in to our office. I checked the lodged book file but the book was not here. The claimant was informed of this but he didn't know when the factory was supposed to have sent it in.

So, I suggested to him that he contact the Personnel Mgr. and find out more about it. He then said he would as he was going out to Vancouver on Friday, as he was now retired and was going to Vancouver. It was then I asked him if it was his intention to file a claim. I explained also regarding necessity to be available for work and as he was leaving for Vancouver so soon, he would not be considered as available, but to be sure to pick up his book from the factory, keep it in his possession and turn it in to the local office when he got settled in Vancouver. This he agreed to and left the office.

Within the hour I had occasion to speak to [the personnel manager] on another matter, so I told him that [the claimant] was coming to pick up his book as he was leaving for Vancouver on Friday. (This conversation was confirmed by [the personnel manager] this morning.)

The local office employee went on to say in his report that the personnel manager had then drawn the claimant's card, which showed that the man's book had been sent to the local office on May 4 along with books for other separated employees. The report continued:

On Monday 26 June 1961, [the claimant] returned to the office, approached the counter where I was then waiting on a claimant and bluntly asked if I had located the book I was supposed to. I did not recognize his face but upon learning his name I recalled the circumstances of his previous visit and told him that I had understood he was moving to Vancouver to live. His reply was that he hadn't said any such thing, and anyway he was back now.

*These do not necessarily relate to the investigations conducted during this period.

I again checked the lodged book file, but still could not find the book. I told [the claimant] to report to the employment section to register, and file his claim and I would phone [the personnel manager] about the book. The claimant walked out of the office.

I immediately phoned [the personnel manager] and was then informed about the book having been sent in previously. [The personnel manager] also stated that [the claimant] never did report in to him to pick up or inquire about the book as he had been instructed to do.

There never was a question of a lost book or refusal to take a claim, but there is a question of claimant's availability for the antedate period.

The insurance officer did not allow the antedate of the claim because, in his opinion, the claimant had not established good cause for delay in making his claim (section 46(3) of the Act and Regulation 150).

The claimant appealed to a board of referees on July 31, 1961, and stated:

. . . I reported to the employment office on June 6th, and was told by the employment office I would have to have my book before my claim could be filed.

I checked with my former employer and they advised they had sent my book to the U.I.C. on May 4th. I waited for 2 weeks thinking the U.I.C. would call me in when they found my book.

When I reported again to the office, they still hadn't found my book, and I went back to my former employer, and obtained a duplicate book and returned it to the employment office and filed my claim.

With my book being in the U.I.C. office when I first reported, I feel it is their responsibility that my claim was not filed on June 6, 1961. . .

In a further communication dated August 29, 1961 addressed to the insurance officer at Lethbridge, Alta., in which he enclosed his "Bulk Contribution Certificate," the claimant stated:

. . . I am attaching copy of unemployment insurance statement from the [A— Co.], indicating the book was mailed on May 4th—therefore, I feel that my claim should be dated from 4 June 1961, as the book was in the employment office, when I was told by them that I had to have my book when I filed a claim.

It is my understanding that I did not have to have my book when I filed my claim, and that my claim should have been taken when I first reported. The fact that the employment office lost my book is no reason for not allowing my claim when I first reported . . .

The board of referees heard the case in Lethbridge, Alta., on September 1, 1961. The claimant was neither present nor represented at the hearing. The board, by a unanimous decision, dismissed the appeal and maintained the insurance officer's decision. The board's decision reads:

. . . We note that the claimant was employed by [the A— Co.] of Redcliff, Alberta, and has an employment history of thirteen years. As this Company has a Union-Shop Contract, [the claimant] must have been a member of the Union, but there is no reference that he made an appeal to his Union either for information or the action of the Employment Office on his rights in this matter.

There is a statement by the insurance officer that [the claimant] was not in Medicine Hat, but in Vancouver, during that period . . .

Mr. Lewis E. Toole, International Representative, United Glass and Ceramic Workers of North America, of which union the claimant is a member, appealed to the Umpire on September 13. He said that he had interviewed the claimant and that it was apparent that "there has been a great deal of misunderstanding" by the claimant and "very little patience and misleading questions" by the Commission's employee who interviewed the claimant. Mr. Toole continued:

When [the claimant] went to the Unemployment Insurance Office in Medicine Hat, he went there with the purpose of applying for unemployment insurance. According to [the claimant], the insurance office checked to see if his insurance book had been filed. He was informed at that time that they did not have his book and that his claim would not be considered until they had received it. [The claimant] had been told by his employer that they had forwarded the book to the local insurance office.

The unemployment insurance office also informed [the claimant] that he was responsible for finding this book and due to the fact that he had been told by his employer that the insurance office had this book an argument took place and as a result, and the records show, [the claimant] did not register for unemployment insurance as he was of the opinion that it would do absolutely no good, until they received his book.

[The claimant], after having the dispute with the Unemployment Insurance Commission, was of the opinion that his book was actually lost. He did everything in his power to locate it and was not successful in doing so. Thinking that he could not apply for unemployment insurance until the book was located, he then proceeded to Vancouver for 2 weeks . . . .

Considerations and Conclusions: The pertinent portion of Regulation 150 reads:

(1) Where a claimant makes application to have his claim made effective for a period preceding the date on which he actually made his claim, the application may be approved from the date for which he proves that

(a) he fulfilled in all respects the conditions of entitlement to benefit and was in a position to furnish proof thereof; and

(b) throughout the whole period between such date and the date he actually made his claim he had good cause for delay in making such claim and furnishing such proof . . .

One of the conditions referred to above that the claimant must fulfil to be entitled to benefit is that he must prove he was available for work "in respect of every day" for which he claims benefit (section 54(2)(a) of the Act).

In the present case, the record shows that at no time during the period of the requested antedate of the claim, viz., June

4 to June 24, 1961 inclusive, did the claimant register for employment at the local office. This he could have done and, in fact, should have done when he attended the local office on June 6 or 7 instead of refraining from doing so until he filed his claim on June 28, 1961, which, in itself, would have served as proof that he was genuinely interested in securing work. As I stated in decision CUB 1881 dated September 29, 1961, any person interested in work has the right to register for employment at a local office even though at the time he may not be eligible for benefit.

As the claimant has not shown, either by registering for employment at the local office or by some other means that he was interested in obtaining work during the period in question, he has not proved that he was available for work and therefore that he fulfilled in all respects the conditions of entitlement to benefit as required by Regulation 150.

For those reasons, I agree with the unanimous decision of the board of referees and I, therefore, dismiss the union's appeal.

Decision CUB 1916, December 4, 1961

Summary of the Main Facts: The claimant filed an initial application for benefit at the office of the Unemployment Insurance Commission in Sarnia, Ont., on February 24, 1961, and was registered for employment as an instrument maintenance mechanic.

He had worked as an instrument maintenance mechanic for [the E ..... Company], of that city, from 1953 to February 23, 1961, when he was discharged because of a statement made at a company safety banquet. His rate of pay was $2.73 an hour. The employer confirmed the reason for separation and the claim was allowed, as it was not considered that misconduct was involved.

On May 31, the claimant made the following statement:

On May 17, 1961, I commenced a sales promotion programme at [G—], London, Ont. This is a training programme which is intended as a help in a sales territory which is assigned to me as 75-mile radius of London. On Friday, June 2, 1961, if I meet the firm's requirements, I will then start selling on a commission basis. Since starting the course I have commuted daily. In this training period I receive no pay for attendance—this is to better equip me for the job of selling the product.

The insurance officer disqualified the claimant and suspended benefit from May 17, 1961, on the ground that the claimant had failed to prove he was available for work, as required by section 54(2)(a) of the Act. The claimant's non-availability for work in this instance was based on the fact that "he was receiving training preparatory to becoming employed as a salesman."

The claimant appealed to a board of referees on June 9, 1961, and stated:

. . . I feel the judgment was quite unfair, in fact it tends to show discrimination against those that try to re-adjust themselves to another means of making a livelihood. In other words, I have been penalized for trying to disassociate myself with benefits.

The letter stated that "you are not available for work as you are training to become a salesman." Nothing could be further from the truth. In no way did I commit myself to attend this course, either in writing or verbal. A phone call to my home stating that a job opening had become available would have resulted in my being present for an interview in a very short period of time.

I commuted daily from Sarnia to London, the expenses being borne by myself with no guarantee that I would be reimbursed for these expenses, either on completion of the course or at a later date . . .

On June 13, the local office wrote to the claimant and asked if he had met the company requirements and completed the course. It also asked if, as of June 2, 1961, he was employed on a commission basis. The claimant replied on June 15:

To say that I have met company requirements and completed the course is a question that can only be answered at a future date. The company requires that we have the ability to sell, either through prior knowledge or through training. If I do not produce they will ask me to report back for further training and should I still fail to produce with this further training, the company will, in turn, ask for its equipment to be returned.

On June 5, at 7.30 p.m., I made a presentation at our local fire hall to make known the fact that I would be in the area selling Fire Detection Equipment and the type of equipment. I also gave this presentation to a second group of firemen on June 6 from 12.30 p.m. to 1.40 p.m.

On Tuesday, June 13th, I made my first official presentation to the public at 7.30 p.m. with the intent to sell. The intervening time, June 2, to this date, was spent in rehearsal and familiarizing myself with the equipment.

From the date of commencement of this sales training course to the present date I have not received any monies from the company I represent to compensate for any expenses entailed in this venture.

The insurance officer disqualified the claimant and suspended benefit from June 18, 1961, inasmuch as he was working as a commission salesman and had not proved that he was unemployed, as required by section 54(1) of the Act and Regulation 154. The insurance officer terminated the disqualification regarding non-availability for work (section 54(2)(a) of the Act) as of June 17, 1961.

The claimant was notified that both disqualifications would be considered by the board of referees.

The claimant attended the hearing of his case by a board of referees in London, Ont., on July 3, 1961. The board held: (a) in a majority decision that the claimant had not proved he was available for work from May 17, 1961, to June 17, 1961, and (b) in a unanimous decision that he had not proved he was unemployed on June 18, 1961, and subsequently.

The board's decision in regard to both these findings reads:

. . . According to his evidence, on 17th May, 1961, he commenced a sales promotion programme at [G—], London, Ontario. He stated that this is a training programme which is intended as a help in sales territory which is assigned to him as 75-mile radius of London. When he completes the training course it is his intention to start selling on a commission basis. During the training period he received no pay for attendance.

He stated that during the period 17th May, 1961, to 17th June, 1961, he had made written and personal applications to several prospective employers. He contends that he was earnestly seeking employment during the period in question. However, it is the opinion of the majority members that by commencing the training programme on 17th May, 1961, his intentions were to prepare himself for employment on a commission basis with [G—]. On completion of this course he made a presentation at a local Fire Hall in Sarnia, Ontario, to make the fact known that he would be in the area selling fire detection equipment and the type of equipment. He also gave this presentation to a second group of firemen on 6th June. On Tuesday, 13th June, he made his first official presentation to the public with the intent to sell.

Therefore, it is the opinion of the majority members that the evidence is conclusive that he was not available for work from 17th May to 17th June, 1961, for the reason that he was preparing himself to sell merchandise on a commission basis. He frankly stated that he could not be considered to be unemployed on 18th June, 1961, and subsequently.

The Employer Member is dissenting from Question No. 1 (Availability). The dissenting member of the board of referees stated:

. . . From verbal evidence given, he has made a tremendous effort to locate himself in the type of work with which he is familiar and also in other lines of work. He has visited both the Sarnia Office and London Office of the Unemployment Insurance Commission to check out positions available not only in this area but in any other part of the country where his services could be used.

After repeated attempts to locate employment since his discharge in February, he commenced a course along with others on 17th May 1961, to train himself, at his own expense, for a definite type of occupation. During this time he was available for work and even held interviews with representatives from Brantford to obtain employment. He also visited the Sarnia office during this time in an attempt to find suitable employment.

Since he received absolutely no monetary return and also continued to search for employment to suit his abilities, it is my belief he was available for employment.

The claimant appealed to the Umpire on July 20, 1961, and stated:

. . . I feel that the decision handed down by two of the three members of the Board of Referees, who conducted the hearing of my appeal at London on July 3, 1961, was quite unfair.

The period of time required to make myself available at the local office was at no time greater than 1¼ hours. I commuted daily to London and in no way was I under contract to [G—] during this time nor did I receive any compensation for expenses incurred. During this period I was interviewed by the sales manager from [Z], Brantford and I also checked with the local unemployment office regarding employment.

Effective as of July 9, 1961, I declared myself available for employment at the local office as I am no longer connected with [G—].

I am making this appeal trusting that you will see fit after considering my case to declare me available for work during the period May 17 to June 17, 1961.

Considerations and Conclusions: The question at issue in the present case is whether the claimant has proved, as required by section 54(2)(a) of the Act that, during the period May 17 to June 17, 1961, inclusive, he was available for work notwithstanding his daily attendance at a course of training preparatory to becoming employed as a salesman.

The record shows that the claimant commenced that course about three months after he had become unemployed, with a view to re-establishing himself in the labour market. It reveals also that he commuted daily from Sarnia to London, a distance of approximately 60 miles, that he had not committed himself to attend the course and, in his absence, a telephone call to his home stating that a job opening was available would have resulted in his being present at the Sarnia local office for an interview in not more than 75 minutes.

The record discloses further that he did not receive any compensation for his expenses and that in addition to having registered for employment at the Sarnia local office, he made sustained personal efforts to obtain work both before and after commencing the course in question.

Based on that evidence, which has in no way been contradicted, the dissenting member of the board of referees reached the conclusion, and I agree, that the claimant had proved that he was available for work during the period under review.

I consequently decide to allow the claimant's appeal.

Monthly Report on Operations of the National Employment Service

Number of vacancies notified to NES offices during January higher than during any January since 1947, and number of placements effected highest January total since 1945, statistics* show. Vacancies up 23.3 per cent over year earlier

During January, some 93,300 vacancies were notified by employers to local offices of the National Employment Service. This was an increase of approximately 23.3 per cent over the vacancies notified during the same month in 1961.

The number of vacancies notified during January 1962 was higher than during any previous January since 1947.

Vacancies for men, at 57,300, increased by 21.4 per cent; vacancies for women, at 36,000, by 26.6 per cent.

Placements effected during the month amounted to some 76,500, of which 49,600 were men and 26,900 women. The total was 20.8 per cent higher than that during January 1961.

Placements of men recorded an increase of 18.6 per cent and of women, of 25.0 per cent.

This was the highest number of placements made in any January since 1945.

All regions shared in the increased placement activity, except the Atlantic Region. Regional percentage changes from 1961 were as follows:

Atlantic, —12.5
Quebec, +14.4
Ontario, +47.4
Prairie, +14.2
Pacific, +11.2

The year-to-year decrease in the Atlantic Region was primarily the result of an unusually high number of placements in January 1961. The Ontario Region continued to follow its pattern of exceptionally high placement increases over last year.

Included among the total placements in January were slightly fewer than 5,000 that required the movement of workers between local office areas.

Total registrations for employment received during January were 6.1 per cent higher than during the corresponding month in 1961. Male registrations increased by 5.5 per cent and female registration by 8.0 per cent.

January increases in vacancies notified and placements effected reflect the general pattern of increased employment activity in the local offices of the National Employment Service, a pattern firmly established during the course of 1961. Local office activity, in turn, reflects the general improvement in hiring patterns in the economy.

Report of Board

(*Continued from page 343*)

except that employees hired since July 7, 1961 will receive a *pro-rata* lesser amount.

6. Work-direction duties pay of technicians shall be increased, as agreed upon, from 16¢ to 19¢.

7. The health and safety clause shall be amended as set forth in the Company proposal in the Company's brief.

8. All matters agreed to, prior to and during these proceedings, are hereby confirmed.

Signed at Toronto this 9th day of December, 1961:

For the Union	*For the Company*
Thomas L. Towler	W. A. Atherton
N. Reimer	J. A. Fox
Charles E. Pratt	G. W. Ames
Donald J. Worsley	T. J. Masters
K. A. Romanishen	D. G. Anderson
Gordon Tully	E. A. Crockett
	D. W. Hunt

For the Conciliation Board
J. C. Anderson
M. O'Brien.

*See Tables D-1 to D-5 at back of book.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during January

Works of Construction, Remodelling, Repair or Demolition

During January the Department of Labour prepared 226 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 163 contracts in these categories was awarded. Particulars of these contracts appear below. In addition 158 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited and Departments of Defence Production, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in January for the manufacture of supplies and equipment were as follows:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	142	$1,037,260.00
Post Office	22	403,825.30
Royal Canadian Mounted Police	17	96,177.00
Transport	1	12,000.00

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate, but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during January

During January the sum of $14,355.63 was collected from 14 contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 200 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during January

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Fredericton N B: Lord & Burnham Co Ltd, supply & erection of five greenhouses, Research Station. *L'Assomption Que:* Gilbert Kay, renovations to electrical distribution system, Research Station. *Brandon Man:* Central Construction Co Ltd, construction of calf feeding pole barn, extension to beef pole barn & construction of implement shed foundation & floor, Experimental Farm. *Deloraine Man:* Beattie Ramsay Construction Co Ltd, construction of Deloraine Dam. *Near Elie Man:* Richard Desilets, construction of concrete pier & stop-log structure, LaSalle River.

Atomic Energy of Canada Limited

Whiteshell Man: McAllister Contracting Co Ltd, construction of active area shop bldg, NRE; Baldry Engineering & Construction Co Ltd, construction of concrete test piles, NRE; McAllister Contracting Co Ltd, construction of camp bldgs, Stage 1, NRE; Louis Ducharme & Associates Ltd, construction of medical bldg, NRE; Borger Bros Ltd, construction of storm drains, Stage 2 & fire & water mains, Stage 1, NRE.

Central Mortgage and Housing Corporation

Vancouver B C: Commonwealth Construction Co Ltd, construction of 160 housing units (FP 3/58).

In addition, the Corporation awarded four contracts containing the General Fair Wages Clause.

Department of Citizenship and Immigration

Golden Lake Indian Agency Ont: John J Levair, construction of washroom facilities, Golden Lake day school. *The Pas Indian Agency Man:* J Schettler Electric Ltd, installation of electrical wiring & diesel electric power plant, Nelson House IDS. *Meadow Lake Indian Agency Sask:* Gall's Lumber Yard, construction of one classroom & two-bedroom staff unit, Mudie Lake, IDS. *Vancouver Indian Agency B C:* Routledge Gravel Ltd, road paving at Mission IR No 1 & Capilano IR No 5; Ocean Park Plumbing & Heating Ltd, repairs & improvements, Sechelt IRS. *Yukon Indian Agency Y T:* Gordon Latham Ltd, heating improvements, Lower Post IRS.

Defence Construction (1951) Limited

Debert N S: McDonald Construction Co Ltd, conversion of hangar No 3 into medical supply depot. *Halifax N S:* Bedard-Girard Ltd, installation of fire alarm system, HMCS *Stadacona. Bagotville Que:* Ludger Harvey & Fils Ltee, construction of liquid & gaseous

oxygen bldg, RCAF Station. *Val d'Or Que:* Paquin Construction Co Ltd, construction of liquid oxygen bldg, RCAF Station. *Barriefield Ont:* Power Line Construction Ltd, renovation of electrical distribution system, Camp. *Camp Borden Ont:* Ellis-Don Ltd, construction of PT bldg, RCAF Station. *North Bay Ont:* Hill-Clark-Francis Ltd, construction of liquid & gaseous oxygen storage bldg, RCAF Station. *Trenton Ont:* Joice-Sweanor Electric Ltd, construction of aerodrome lighting facilities, RCAF Station. *Uplands Ont:* M J Lafortune Construction Ltd, construction of liquid & gaseous storage bldg, RCAF Station. *Ralston Alta:* Harmony Decorating Ltd, interior painting of 40 houses, DRB. *Chilliwack B C:* Continental Painters & Decorators Ltd, interior painting of five PMQs & four bldgs. *Various locations:* Eight contracts in the restricted category.

Building and Maintenance

Greenwood N S: Cara Development Corporation Ltd, construction of GCA bldg. *Chatham N B:* Cara Development Corporation Ltd, interior painting of 70 PMQs, RCAF Station. *St Hubert Que:* The Tower Co (1961) Ltd, construction of GCA bldg with stand-by room, RCAF Station. *Valcartier Que:* Planned Renovators Ltd, interior painting of 127 PMQs, Camp *Barriefield Ont:* Eastern Ontario Terrazzo & Tile Co, ceramic & quarry tiling, Bldg B-4. *Camp Borden Ont:* Joseph Downey & Son, interior painting of 23 bldgs. *Centralia Ont:* Karl Dudek, interior painting of 91 PMQs, RCAF Station. *Kingston Ont:* Eastern Ontario Terrazzo & Tile Co, renovating washrooms, Bldg B1, Vimy Barracks. *Petawawa Ont:* Walker Painting & Decorating Co Ltd, interior painting of six bldgs, Camp. *Uplands Ont:* Wm D'Aoust Construction Ltd, construction of GCA bldg, RCAF Station. *Portage la Prairie Man:* McRorie Builders Ltd, construction GCA bldg, RCAF Station. *Calgary Alta:* Homme Decorating Co Ltd, interior painting of 82 PMQs. *Edmonton Alta:* B & E Painting & Decorating Ltd, interior painting of 286 PMQs, Griesbach Barracks. *Lethbridge Alta:* Bird Construction Co Ltd, addition to officers' & sergeants' messes.

In addition, Defence Construction (1951) Ltd awarded five contracts containing the General Fair Wages Clause.

Department of Defence Production

Charlottetown P E I: D E MacLean, road repairs, HMCS *Queen Charlotte. Halifax N S:* A B C Construction Ltd, additions to fire hall, Bldg S-43, HMCS *Stadacona;* Banfield & Miles, interior painting of Bldg S-32, Joint Maritime Warfare School, HMCS *Stadacona;* Webb Engineering Ltd, supply & installation of three hot water storage tanks, HMCS *Stadacona. Shearwater N S:* John E Mahar & Son Co Ltd, rewiring of electrical power & lighting systems, Hangar No 4, RCN Air Station; Rusco Windows-Doors (NS), supply & installation of steel windows & sash at No 6 Hangar, HMCS *Shearwater. Chatham N B:* Byrne H MacDonald, supply & installation of fire stops in eaves spaces in PMQs, RCAF Station. *St Hubert Que:* Excelsior Plumbing & Heating Reg'd, repairs to washroom piping, Bldgs Nos 60, 65 & 66, RCAF Station; Provincial Flooring Co, installation of floor tiles, RCAF Station. *Downsview Ont:* Greenspoon Bros Ltd, dismantling of certain bldgs, RCAF Station; Lundy Fence Co Ltd, fencing at Stanley Greene Park, RCAF Station. *Foymount Ont:* Walter Mansveld, interior painting of PMQs, RCAF Station. *Hagersville Ont:* Cardinal Painting & Decorating Co Ltd, painting interior of various bldgs, Military Camp. *Ipperwash Ont:* C A McDowell Ltd, interior painting of various bldgs, Military Camp. *Kingston Ont:* Joice-Sweanor Electric Ltd, electrical work at Royal Canadian School of Signals; Kingston Roofing & Flooring Co Ltd, replacing underlay & floor tiles. *London Ont:* Totem Construction Co Ltd, general maintenance & alterations to house on Training Area, Huron & Highbury Aves. *Peterborough Ont:* Bert Dack, repainting various rooms, Armoury; Peterborough Floor Coverings & Glass Ltd, sanding & recovering floors, Armoury. *Rockcliffe Ont:* James Stradwick Tile & Flooring Ltd, installation of ceramic tiles, RCAF Station. *Windsor Ont:* Cardinal Painting & Decorating Co Ltd, application of interior fire retardant coating at 437 Erie St East. *Fort Churchill Man:* Wrights Decorating Ltd, interior painting of barrack blocks. *Shilo Man:* Frank E Simmons Ltd, replacement of three hot water boilers, Military Camp. *Edmonton Alta:* Norseman Construction Co, replacement of skirting boards & installation of metal flashing, Prince of Wales Armouries. *Various locations in Alberta:* Great West Brick & Tile Ltd, construction of fallout shelters in basements. *Esquimalt B C:* Peterson Electrical Construction Co Ltd, installation of direct current shore power supply, "C" jetty, HMC Dockyard.

In addition, this Department awarded 90 contracts containing the General Fair Wages Clause.

National Harbours Board

Montreal Que: Dufresne Engineering Co Ltd, construction of east overpass, Section 2, Champlain Bridge.

Department of Northern Affairs and National Resources

Louisbourg N S: Dominion Bridge Co Ltd, construction of elevated water tank & tower at Fortress; Stephens Construction Ltd, construction of 10 houses. *Rae N W T:* Alberta Trailer Co (1961) Ltd, supply & site installation of one mobile three-bedroom house & one classroom addition.

Department of Public Works

Charlottetown P E I: Johnston's Sheet Metal Workers, ventilation of rifle & revolver range, RCMP garage bldg. *Pictou N S:* R A Douglas Ltd, quay wall approach repairs. *River Hebert N S:* K P Allen Ltd, construction of post office bldg. *Sydney N S:* Highland Painting Contractors Ltd, interior painting of federal bldg. *Fredericton N B:* Vipond Automatic Sprinkler Co Ltd, installation of sprinkler system, RCMP "J" Division, HQ Bldg. *Abitibi Agency Que:* Roger & Philippe Bergeron Ltee, construction of school & staff residence, Obedjiwan. *Blackpool (Lacolle) Que:* Byers Construction Co Ltd, installation of public toilets. *Cap de la Madeleine (Ste Marthe) Que:* Turnbull Construction Inc, construction of retaining wall. *Champlain Que:* Turnbull Construction Inc, construction of retaining wall. *Desbiens Que:* Alfredo Lapointe & Raymond Lebel, construction of landing. *Frelighsburg Que:* Yamaska Construction Inc, construction of post office bldg. *Lac Megantic Que:* Edouard Grenier, construction of RCMP detachment quarters bldg. *Langevin Que:* Omer Pare, construction of post office bldg. *Masson Que:* W D Laflamme, wharf raising. *Matane Que:* Jean-Louis & Damase Gauthier Ltee, alterations to UIC Bldg. *Notre-Dame du Nord Que:* Gerard Leblanc, construction of protection works. *Quebec Que:* Charles Trudel Enr, removal of snow, federal bldgs. *Rimouski Que:* Damase & Jean-Louis Gauthier, construction of RCMP detachment quarters; Fernando Belanger, post office alterations. *Rock Island Que:* J A Verret Ltee, construction of Customs & Immigration Bldgs (bus terminal & examining warehouse). *St Hyacinthe Que:* L Gordon Tarlton Ltd, construction of federal bldg. *Ste Petronille I O Que:* Les Entreprises Cap Diamant Ltee, construction of protection wall. *St Sauveur des Monts Que:* Pierre Travailland, construction of post office bldg. *Sept Iles Que:* North Shore Construction Co Ltd, construction of concrete & stone wall. *Thurso Que:* W D Laflamme Ltd, improvements & raising of wharf. *Val David Que:* L & P Potvin & Cie, construction of post office bldg. *Val d'Or Que:* Jolicoeur & Ste Croix, general alterations, federal bldg. *Verdun (Montreal) Que:* Leonard J Weber Construction Co, construction of UIC Western Bldg. *Weedon Que:* Marquis & Freres, construction of post office bldg. *Azilda Ont:* New Style Construction Co, construction of post office bldg. *Belleville Ont:* Miron-Lassing & Associates Ltd, canteen installation, federal bldg. *Drumbo Ont:* L Riehl & Son, construction of post office bldg. *Fort Frances Ont:* Silver & Kircher Ltd, construction of RCMP detachment quarters. *Hamilton Ont:* G W King of Canada Ltd, installation of mail handling trolley conveyor, chute & glacis, Postal Station "A". *Midland Ont:* Stellmar Contracting Co Ltd, construction of floats. *Ottawa Ont:* M J Lafortune Construction Ltd, alterations to Kaladar Bldg, Kaladar Ave; J R Statham Construction Ltd, alterations to Militia Stores Bldg, Cartier Square; Beaudoin Construction Ltd, alterations to Surveys & Mapping Bldg, 615 Booth St; A Lanctot Construction Co Ltd, installation of steel & asbestos partitioning & related work, Administration Bldg, 588 Booth St; Simco Construction, alterations to Old Printing Bureau Bldg, 75 St Patrick St; Elihu Edelson Ltd, installation of heating & ventilating units, Vimy Bldg, Sparks St; Greenspoon Bros Ltd, demolition of Elgin Bldg, Elgin Annex & Elgin Cottage; Able Construction Co, alterations to Geodetic Survey Bldg, CEF; Landino Zuccarini, interior alterations, No 8 Temporary Bldg, Carling Ave; Taggart Construction Ltd, drainage improvements, Black Rapids Creek. *Pefferlaw River Ont:* Simcoe Dock & Dredging Ltd, repairs to training wall. *Plattsville Ont:* L Riehl & Son, construction of post office bldg. *Port Arthur-Fort William Ont:* Brayshaws Steel Ltd, harbour improvements (Stage 9). *Port Credit Ont:* C A Pitts General Contractor Ltd, harbour improvements. *Sioux Lookout Indian Agency Ont:* Surety Construction Co Ltd, construction of schools, bungalow & powerhouse, Sandy Lake. *Squaw Bay Ont:* Claydon Co Ltd, wharf repairs. *Toronto Ont:* Gordon A MacEachern Ltd, cleaning interior, etc, MacKenzie Bldg; Taymouth Industries Ltd, erection of movable metal partitions, Arthur Meighen Bldg; K Rustscheff, alterations to RCMP quarters, 3 Sullivan St; Taymouth Industries Ltd, alterations for Royal Commission on Banking, Arthur Meighen Bldg, 21 St Clair St W. *Island Lake Agency Man:* Gertz Construction

Ltd, construction of school & staff residence, Oxford House. *Riverton Man:* A K Penner & Sons Ltd, construction of post office bldg. *Winnipeg Man:* B F Klassen Construction Ltd, alterations for segregator, general post office bldg. *Big Beaver Sask:* Inland Construction Ltd, construction of staff residence. *Leader Sask:* Johnson Construction Co Ltd, construction of RCMP detachment quarters. *Nipawin Sask:* Shoquist Construction Ltd, alterations & addition to federal bldg. *Rosthern Sask:* Rosthern Consumers Co-Op Association Ltd, alterations to federal bldg. *Barons Alta:* Bird Construction Co Ltd, construction of post office bldg. *Calgary Alta:* Wilkinson Electric Ltd, electrical additions & alterations to Northern Electric Bldg. *Chase B C:* Max & Helm, construction of RCMP detachment quarters. *Clinton B C:* Baker & Kellow, construction of post office bldg. *Port Hardy B C:* Walter Cabott Construction Ltd, construction of seismgraph vault & road work. *Prince Rupert B C:* Commonwealth Construction Co Ltd, construction of federal bldg; Saanich Plumbing & Heating Ltd, boiler & incinerator replacement, Miller Bay Indian Hospital. *Vancouver B C:* Burns & Dutton Concrete & Construction Co Ltd, construction of Postal Station "C" & UIC bldg. *Yellowknife N W T:* Giant Yellowknife Mines Ltd, grading & culverts, Giant Mines Road.

In addition, this Department awarded 58 contracts containing the General Fair Wages Clause.

The St. Lawrence Seaway Authority

St Catharines Ont: Ruliff Grass Construction Co Ltd, reconditioning of rotating bollards, Welland Canal; Ruliff Grass Construction Co Ltd, reconditioning of balance chains on bridges 13, 14, 16 & 18, Welland Canal; Moir Construction Co Ltd, supply & installation of permanent anchorages for mitre gate holding struts, Welland Canal.

Department of Transport

Halifax N S: Waverley Construction Co Ltd, paving of service road, etc, International Airport. *Bicquette Island Que:* Construction V Doucet Enr, construction of dwelling. *Mont Joli Que:* Nordbec Construction Inc, construction of remote receiver bldg & related work. *Pointe Des Monts Que:* Aurele Tremblay, construction of dwelling & fog alarm & radar beacon bldg. *Heeley Falls Ont:* Ruliff Grass Construction Co Ltd, reconstruction of intermediate valve wells at Locks 16 & 17, Trent Canal. *Near Kingston Ont:* Fort Construction & Equipment Ltd, dredging, Cataraqui River. *Red Lake Ont:* Wm Shewchuk Construction, construction of air terminal bldg, Airport. *Winnipeg Man:* Steel Structures (Western) Ltd, construction of maintenance garage & trades workshop & related work. *Regina Sask:* Trail Plumbing & Heating Saskatchewan Ltd, revisions to heating system & central heating plant, Air Terminal Bldg, Airport.

In addition, this Department awarded one contract containing the General Fair Wages Clause.

Under the title "Research Frontiers Today in Industrial Relations," the 14th annual conference of the McGill Industrial Relations Centre, being held on April 26 and 27, will draw attention to the influence of the social sciences of anthropology, psychology and sociology, as well as economics, on personnel and industrial relations practices.

The following will present papers: Dr. George V. Haythorne, Deputy Minister of Labour, Ottawa; Dr. Victor Vroom, Assistant Professor, Department of Psychology, University of Pennsylvania; Dr. Charles Myers, Director, Industrial Relations Section, Massachusetts Institute of Technology, and President, Industrial Relations Research Association (dinner speaker); Dr. Leonard Sayles, Professor of Business, Columbia University Graduate School of Business; and Dr. Sar Levitan, Economic Adviser, U.S. Department of Commerce, and Lecturer, Johns Hopkins University.

The first four speakers will deal with personnel and industrial relations research from the standpoint of government, of the psychologist, the economist, and the sociologist and anthropologist. Dr. Levitan will discuss the other papers and consider the problems from his own standpoint as an observer in Washington.

PRICES AND THE COST OF LIVING

Consumer Price Index, February 1962

Between January and February 1962, the consumer price index (1949=100) edged up from 129.7 to 129.8, a rise of 0.1 per cent. For February 1961 the index was 128.9.*

Increases occurred in the food, clothing, transportation, health and personal care, and recreation and reading indexes. The tobacco and alcohol index decreased, the housing index was unchanged.

The food index increased 0.2 per cent from 124.8 to 125.0 as sharply higher prices were reported for a number of fresh vegetables, mainly imported, including carrots, cabbage, lettuce and onions. Prices were also higher for bread, eggs, oranges, coffee, tea, veal, turkey and powdered skim milk. Prices were lower for beef, pork, chicken, froezn orange juice, fresh tomatoes and fats.

The housing index was unchanged at 134.0. With the shelter component unchanged from January, a slight decline in household operation was not sufficient to move the index. In shelter, both rents and home-ownership were unchanged. In household operation, sale prices for furniture, floor coverings, and utensils and equipment offset price increases in fuel and lighting.

The clothing index increased 0.2 per cent from 111.6 to 111.8 as a number of items of men's, women's and children's wear, and piece goods moved up from January sales levels; other items in these groups reflected continuing mid-winter sales. Shoe prices rose slightly.

The transportation index increased 0.1 per cent from 140.6 to 140.7 as all three component indexes moved higher. The automobile operation index rose as a result of higher gasoline prices, the local transportation index increased because of higher taxi fares and increases in inter-urban bus fares moved the travel index.

The health and personal care index rose 0.3 per cent from 156.8 to 157.2 owing to higher doctors' fees in the health care index, which more than balanced lower prices for pharmaceuticals, including prescriptions. The personal care index was unchanged; lower prices for supplies, including toothpaste, toothbrushes and face cream, balanced increases for men's haircuts.

See Table F-1 at back of book.

The recreation and reading index was up 0.1 per cent from 146.6 to 146.7. The recreation component was unchanged but the reading component rose as a result of higher newspaper prices.

The tobacco and alcohol index declined 0.1 per cent, from 117.3 to 117.2, with lower cigarette prices in the tobacco index offsetting slightly higher prices for alcoholic beverages resulting from tax changes in Saskatchewan.

In February 1962 group indexes were: food 124.0, housing 133.1, clothing 111.5, transportation 141.1, health and personal care 154.6, recreation and reading 146.7, and tobacco and alcohol 115.7.

City Consumer Price Indexes, January 1962

Consumer price indexes (1949=100) declined in seven of ten regional cities between the beginning of December 1961 and January 1962, were unchanged in two cities and increased 0.3 per cent in Saskatoon-Regina.* Decreases ranged from 0.1 per cent in both St. John's and Edmonton-Calgary to 0.5 per cent in Montreal and Ottawa.

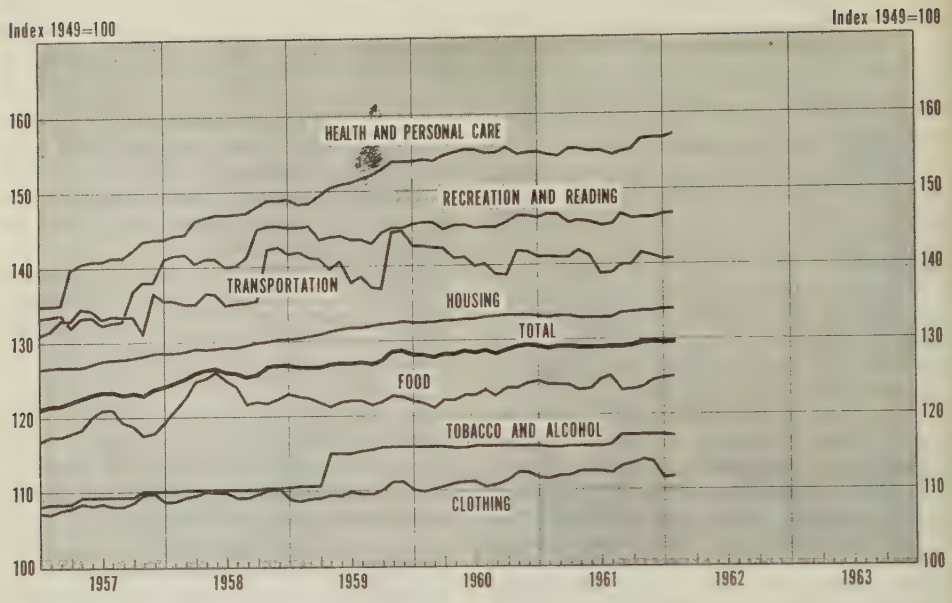
Food indexes decreased in six cities, increased in one and were unchanged in the remaining three. Shelter indexes were up in two cities, down in two and unchanged in six cities. Clothing indexes declined in eight regional cities, increased in one and remained unchanged in the remaining city. Household operation indexes increased in six cities, decreased in three and remained unchanged in the other city. Other commodities and services indexes declined in four cities, increased in two and were unchanged in four.

Regional consumer price index point changes between December and January were as follows: Montreal —0.7 to 130.2; Ottawa —0.7 to 130.9; Toronto —0.3 to 131.6; Halifax —0.2 to 129.3; Saint John —0.2 to 130.5; St. John's —0.1 to 116.4†; Edmonton-Calgary —0.1 to 125.7; Saskatoon-Regina +0.4 to 126.5. Winnipeg and Vancouver remained unchanged at 128.9 and 130.1 respectively.

See Table F-2 at back of book.

†On base June 1951=100.

CONSUMER PRICE INDEX



Wholesale Price Index, January 1962

Canada's general wholesale price index (1935-39=100) rose 0.2 per cent in January, from 236.5 to 237.0, which was 2.5 per cent above last year's January index of 231.3.

Seven of the eight major group indexes were higher in January than in the preceding month.

The vegetable products group index increased 0.8 per cent to 209.6 from 208.0 in December. Gains of 0.2 per cent or less were registered by six groups: wood products, which rose to 309.9 from 309.4 in December; non-ferrous metal products, to 188.4 from 188.1; non-metallic mineral products, to 187.0 from 186.7; animal products, to 257.5 from 257.2; textile products, to 237.2 from 237.1; and iron products, to 257.6 from 257.5.

The chemical products group index was unchanged at 190.2.

The index of Canadian farm product prices at terminal markets (1935-39=100) declined 0.9 per cent in the four-week period ended January 26, dropping from 218.6 to 216.6.

The animal products index fell 1.4 per cent from 276.5 to 272.7. Prices were lower for calves and steers, for hogs in the East and for eggs and wool in the West, but were higher for hogs in the West and poultry in the East.

The field products index dropped 0.2 per cent to 160.5 from 160.8. Prices were lower for peas, barley and potatoes in the East and for rye and flax in the West; they were higher for corn in the East and potatoes and hay in the West.

U.S. Consumer Price Index, January 1962

The United States consumer price index (1947-49=100) was unchanged between mid-December and mid-January at 128.2, which is 0.7 per cent higher than the index a year earlier, 127.4. On the new base, 1957-59=100, the index for January 1962 is 104.5. This is the first month that the index has been issued on the new base.

The index reached a record high of 128.4 in mid-October 1961.

British Index of Retail Prices, December 1961

The British index of retail prices (Jan. 17, 1956=100) rose to a new record between mid-November and mid-December, increasing from 116.9 to 117.1. The food, fuel and light, and transport and vehicles group indexes all rose slightly; there was little change in the remaining seven group indexes.

In December 1960 the index was 112.2.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 161

Aged

1. ANDERSON, ODIN WALDEMAR. *Health Care fo the Aged in the State of Washington,* by Odin W. Anderson and William T. Reich. New York, Health Information Foundation, 1961. Pp. 19.

2. MORRIS, JAMES RUSSELL. *Employment Opportunities in Later Years.* Burlingame, Calif., Foundation for Voluntary Welfare, 1960. Pp. 125.

Contents: The Aging Population. Hiring Practices and the Older Worker. The Age Barriers in hiring. Retirement of Older Workers. Other Opportunities and Solutions.

3. NATIONAL OLD PEOPLE'S WELFARE COUNCIL. *Age is Opportunity; a Handbook of Historical and Social Development concerning the Care of the Elderly in the United Kingdom, with Information about Practical Schemes and with Some Reference to Developments Overseas.* Rev. ed. London, National Council of Social Service, 1961. Pp. 203.

4. U.S. OFFICE OF EDUCATION. *Adventures in Learning; Frontiers past Sixty in Hamilton, Ohio, a Study of Hamilton's Center for Older People,* by Milton C. Cummings in collaboration with Muriel M. Allen and Karl Hess. Washington, GPO, 1961. Pp. 32.

Tells about a center for older people and the program involving recreation, learning and community service which has been developed for the older people.

Business

5. HILTON, PETER. *New Product Introduction for Small Business Owners.* [2d ed] Washington, GPO, 1961. Pp. 69.

This booklet helps owners of small business to understand what is involved in putting a new or improved product on the market.

6. STREEVER, DONALD COURTNEY. *Capacity Utilization and Business Investment.* Urbana, University of Illinois, 1960. Pp. 76.

"The present study is concerned with the hypothesis that the utilization of capacity is a determinant of investment."

Industrial Relations

7. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS: *Industrial Relations in the Next Generation, by* by Solomon B. Levine and Bernard Karsh, Urbana, 1961. Pp. 18-29.

A prediction of what industrial relations will be like in the next two or three decades as a result of technological developments and an increasing "white collar" labour force.

8. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Union-Management Relations Research,* by Milton Derber and others. With comment by Melville Dalton. Urbana, 1961. Pp. [446]-456.

Contains comments on the book, *The Local Union-Management Relationship,* by Milton Derber, W. Ellison Chalmers, and Ross Stagner, published in 1960.

9. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *The Workers' Councils in Poland,* by Adolf Sturmthal. Urbana, 1961. Pp. [379]-396.

Describes the development and subsequent decline of works councils in Poland after World War II.

10. SHISTER, JOSEPH. *Some Trends in Collective Bargaining.* Buffalo, Dept. of Industrial Relations, University of Buffalo, 1960. Pp. 18. Reprinted from the Proceedings of the New York University 13th Annual Conference on Labor, 1960.

11. TROTTA, MAURICE S. *Labor Arbitration; Principles, Practices, Issues.* New York, Simmons-Boardman Pub. Corp., 1961. Pp. 438.

Gives the historical background of arbitration and sets forth the basic principles and procedures in labour arbitration. Also presents the main issues most frequently submitted to arbitration. These issues include auxiliary pay practices, discipline and discharge, hours of work, job evaluation and classification, management prerogatives, overtime pay, seniority, union security and recognition, working conditions.

Labour Organization

12. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Labour Organizations in Canada, 1961.* 50th ed. Ottawa, Queen's Printer, 1961. Pp. 94.

13. CANADIAN BROTHERHOOD OF RAILWAY, TRANSPORT AND GENERAL WORKERS. *It was Never Easy, 1908-1958; a History of the Canadian Brotherhood of Railway, Transport and General Workers.* Original manuscript and research by W. E. Greening. Additional research and final text, by M. M. Maclean. Ottawa, Printed by Mutual Press Ltd., 1961. Pp. 414.

14. RIDDELL, JOHN. *Free Trade Unions in the Fight for African Freedom.* Brussels, Published jointly by the International Confederation of Free Trade Unions and its African Regional Oganisation, 1961. Pp. 64.

Labour Supply

15. DYMOND, WILLIAM RICHARD. *Technological Changes and Their Impact on Employment, Occupations and Industrial Relations. An address to the McGill Industrial Relations Conference, June 6, 1961.* [Ottawa? Dept. of Labour, Economics and Research Branch ? 1961] Pp. 25.

16. HENDERSON, JOHN PATRICK. *Changes in the Industrial Distribution of Employment, 1919-59.* Urbana, University of Illinois, 1961. Pp .104.

A study of industrial distribution of employment based on the annual series of the U.S. Bureau of Labor Statistics for non-agricultural employment, supplemented by estimates made from other government sources.

17. KAUFMAN, JACOB JOSEPH. *Chronic Unemployment in Pennsylvania* by Jacob J. Kaufman and Helmut J. Golatz. University Park, Penn., Pennsylvania State University, Bureau of Business Research, 1960. Pp. 115.

This report is based on a study of 12 areas suffering from persistent unemployment for many years. The authors examine the following: extent and causes of chronic unemployment; State industrial development activities; industrial location in Pennsylvania; community facilities for industrial development; the extent of federal aid in alleviating chronic unemployment; unemployment compensation; and training and retraining of unemployed workers. Some recommendations are made to help solve these problems.

18. MAUNDER, W. F. *Employment in an Underdeveloped Area; a Sample Survey of Kingston, Jamaica.* New Haven, Yale University Press, 1960. Pp. 215.

The Institute of Social and Economic Research of University College of the West Indies, Jamaica, in conjunction with Central Bureau of Statistics of Jamaica, carried out a survey of employment on the island of Jamaica under the direction of the author.

19. MELTZ, NOAH, M. *Factors determining Occupational Trends in the Canadian Economy. Presented to the Canadian Political Science Association, Thirty-third Annual Meeting, the University of Montreal, June 8, 9 and 10, 1961.* Ottawa, Department of Labour, Economics and Research Branch, 1961. Pp. 16. Appendix: Charts and Tables. Pp. [18].

This paper is part of the research program of the Economics and Research Branch, Department of Labour, into changing occupational requirements in Canada. "The purpose of this paper is to explain why the various occupation groups which can be identified in the Canadian economy have experienced different patterns of growth or decline in their share of the labour force."

20. PAYNE, GEORGE LOUIS. *Britain's Scientific and Technological Manpower.* Prepared for the President's Committee on Scientists and Engineers. Stanford, Calif., Stanford University Press, 1960. Pp. 466.

"This report presents a general review of Britain's scientific and engineering manpower—its postwar strengths and deficiencies, the present supply, the expected future demand, and the steps being taken or planned to meet this demand, including data from the latest manpower survey of 1959, and 1962 and 1966 projections of need.

21. U.S. BUREAU OF EMPLOYMENT SECURITY. *Handbook on Estimating Population of Labor Market Areas.* Washington, GPO, 1961. Pp. 50.

This handbook "provides a procedure for estimating (a) total population, and (b) population 14 years of age and over by county, labour market area, or State subdivisions, such as cities or towns." A specific county, Madison County, Illinois, is used to illustrate the various steps of the procedure.

Labouring Classes

22. BELING, WILLARD *A. Pan-Arabism and Labor.* Cambridge, Distributed for the Center for Middle Eastern Studies of Harvard University by Harvard University Press, 1960. Pp. 127.

An examination of trade unions from Morocco to the Persian Gulf and of the International Confederation of Arab Trade Unions.

23. BUTLER, ARTHUR D. *Labor Economics and Institutions.* New York, Macmillan, 1961. Pp. 595.

Labour economics is considered under five headings: 1. unions and the labor force; 2. collective bargaining; 3. wages; 4. unemployment and economic insecurity; and 5. the major trends. This book is intended as a college textbook.

24. COMMITTEE FOR ECONOMIC DEVELOPMENT. *The Public Interest in National Labor Policy, by an Independent Study Group.* New York, 1961. Pp. 158.

Clark Kerr, chairman of Labor Study Group which prepared this report.

A Labor Study Group was set up in May 1959 by the Board of Trustees of the Committee for Economic Development to examine and make recommendations on a national labour policy. The Study Group was made up of a university president who is a specialist in industrial relations, seven professors whose subject field is economics, industrial relations, or government, and a lawyer who is a professional arbitrator. The report is concerned with industrial relations with particular emphasis on collective bargaining.

25. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Comparative Factorial Analysis of Job Semantic Structures of Managers and Workers,* by Harry C. Triandis. Urbana, 1961. Pp. 297-302.

A number of managers and workers were surveyed and asked about their present job, their previous job, and a job they would like to have, etc., and an analysis was made of the answers.

26. Illinois. University. Institute of Labor and Industrial Relations. *A Discography of American Coal Miners' Songs,* by Archie Green. Urbana, 1961. Pp. [101]-115.

A list of phonograph records of coal miners' songs and a short note on the subject of miners' songs.

27. Lens, Sidney. *Working Men: the Story of Labor. Illustrated by David Collier.* New York, Putnam, c1960. Pp. 191.

A short history of the American labour movement written for young people.

Management

28. American Management Association. *Shaping a New Concept of Administrative Management; Administrative Services as a Top-Level Corporate Function.* New York, 1961. Pp. 112.

In this report, some administrative executives explain how data processing, systems management, office management, and other functions of management can cut down paper work and overhead costs and increase company efficiency.

29. Illinois. University. Institute of Labor and Industrial Relations. *Executive Foresight: Definitions, Illustrations, Importance,* by Stanley Stark. Urbana, 1961. Pp. 31-44.

30. Illinois. University. Institute of Labor and Industrial Relation:. *Motivation in Management: a Study of Four Managerial Levels,* by Hjalmar Rosen and Charles G. Weaver. Urbana, 1961. Pp. 386-392.

A survey carried on among managers in an American firm to find out what the managers wanted from their jobs and the importance they attached to various job conditions.

Social Conditions

31. Shanks, Michael. *The Stagnant Society, a Warning.* Harmondsworth, Eng., Penguin Books, 1961. Pp. 236.

The author is on the staff of the *Financial Times,* London. He examines economic and social conditions in Great Britain.

32. U.S. Congress. Joint Committee on the Economic Report. *Characteristics of the Low-Income Population and Related Federal Programs; Selected Materials Assembled by the Staff of the Subcommittee on Low-Income Families.* Washington, GPO, 1955. Pp. 240.

Social Security

33. Becker, Joseph M. *The Adequacy of the Benefit Amount in Unemployment Insurance.* Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1961. Pp. 64.

Considers the adequacy of the benefit amount of unemployment insurance as it relates to individual need. Discusses seven sampling studies of the adequacy of unemployed benefits that have been carried out by the U.S. Bureau of Employment Security between 1954 and 1958.

34. California. University. Chancellor's Committee on the 25th Anniversary of the Social Security Act. *Social Security in the United States. Four Lectures presented by the Chancellor's Committee on the 25th Anniversary of the Social Security Act, University of California, Berkeley, April and May, 1961.* Berkeley, 1961. Pp. 48.

Contents: Social Security: the Years ahead, by Robert J. Myers. Issues in Social Security Financing, by Eveline M. Burns. Emerging issues in the Financing of Medical Care, by James P. Dixon. Disputed Questions in the Financing of Medical Care, by Arthur Kemp.

Wages and Hours

35.American Federation of Teachers. *Survey of Teachers' Salaries in Districts over 10,000 Population, September 1961.* Chicago, 1961. Pp. 99.

36. U.S. Bureau of Labor Statistics. *Wage Chronology: Federal Classification Act Employees, 1924-60; Basic Chronology and Supplements 1-3.* Washington, GPO, 1961. Pp. 35.

Miscellaneous

37. Canadian Tax Foundation. *The Costs of Tax Compliance, a Report on a Survey conducted by the Canadian Tax Foundation,* by Marion H. Bryden. Toronto, 1961. Pp. 38.

A study of "the cost to corporate taxpayers of paying and collecting taxes for all levels of government, as distinct from the amount of taxes actually paid."

38. European Productivity Agency. *Integrated Data Processing and Computers. Working Documents.* EPA Project 6/02B. Paris, OEEC, 1961. Pp. 323.

A mission of 25 experts from 10 European countries visited the U.S. from April to June 1960 in order to study American data processing installations. This volume contains papers prepared by mission participants on some European data processing installations, group reports on visits to American data processing installations, and some papers presented to mission participants during conferences in Washington and Chicago, etc.

39. KNOWLES, STANLEY HOWARD. *The New Party*. Toronto, McClelland and Stewart, 1961. Pp. 136, 15, 30.

The Draft Constitution and the Draft Program, published for presentation to the New Party Founding Convention, July 31-August 4, 1961, are appended.

The background story of the New Democratic Party organized at the New Party Founding Convention, July 31-August 4, 1961, in Ottawa. The author, formerly Member of Parliament, and now an Executive Vice President of the Canadian Labour Congress, was chairman of the National Committee for the New Party.

40. *The Means to Prosperity* [by] J. M. Keynes [and others] *With a Bibliography by Seymour E. Harris*. Buffalo, Smith, Keynes & Marshall, 1959. Pp. 92.

Contents: The Means to Prosperity [by] J. M. Keynes. Deficit Spending [by] J. H. Williams. Keynes re-examined [by] H. C. Wallich. The Passing of Keynesian Economics, by S. H. Slichter.

41. ONTARIO. DEPARTMENT OF ECONOMICS. *Economic and Social Aspects Survey*. 9th ed. Toronto, 1961. Pp. 337.

42. ONTARIO. ROYAL COMMISSION ON INDUSTRIAL SAFETY. *Report*. Toronto, 1961. Pp. 87. Commissioners: Judge P. J. McAndrew (chairman), J. D. Bateman, G. R. Harvey.

The Commission was appointed "to inquire into and report upon all statutes and regulations administered by the Department of Labour that govern the safety of workers with a view to the improvement, simplification, clarification and modernization of such statutes and regulations."

43. STETLER, HENRY GRUBER. *Attitudes toward Racial Integration in Connecticut*. Prepared for the Commission on Civil Rights of the State of Connecticut. Hartford, Commission on Civil Rights, 1961. Pp. 50.

"A study of integration attitudes and interracial practices of whites and Negros living in Connecticut, and of the effect of the Southern school desegregation drive on these attitudes and practices during the past five years." The study is based on interviews with 556 white and 527 Negro respondents.

44. TRIPARTITE TECHNICAL MEETING TO STUDY THE SOCIAL CONSEQUENCES OF THE CRISIS IN THE COAL-MINING INDUSTRY, GENEVA, 1961. *Report and Conclusions*. Geneva, International Labour Organization, 1961. Pp. 38. Meeting held January 16-26, 1961.

Tripartite delegations consisting of one government, one employer and one worker delegate from Belgium, France, West Germany, Japan, the Netherlands, the United Kingdom and the United States attended this meeting. The delegates considered such matters as manpower, production, productivity, placement of redundant workers, working conditions, marketing, etc.

45. U.S. BUREAU OF APPRENTICESHIP AND TRAINING. *Apprenticeship and Training in Masonry Construction*. Washington, GPO, 1961. Pp. 39.

Describe the results of a study of apprenticeship and journeyman training in masonry construction conducted in 1960 by the U.S. Bureau of Apprenticeship and Training in co-operation with State Apprenticeship Agencies.

46. U.S. BUREAU OF LABOR STANDARDS. *Wrecking and Demolition Operations*. Washington, GPO, 1961. Pp. 10.

A report of an investigation of the hazards to 16- and17-year-old workers in wrecking and demolition operations.

47. U.S. CONGRESS. SENATE. COMMITTEE ON COMMERCE. *The United States and World Trade, Challenges and Opportunities. Final Report of the Committee on Commerce, United States Senate, prepared by its Special Staff on the Study of U.S. Foreign Commerce, pursuant to S. Res. 234, 86th Congess*. Washington, GPO, 1961. Pp. 309.

"This report presents the results of a special staff study of the foreign commerce of the United States, the domestic and international forces affecting it, and the policies under which it is carried on."

LABOUR STATISTICS

	Page
Tables A-1 and A-2—Labour Force	371
Table B-1—Labour Income	373
Tables C-1 to C-6—Employment, Hours and Earnings	374
Tables D-1 to D-5—Employment Service Statistics	380
Tables E-1 to E-4—Unemployment Insurance	386
Tables F-1 and F-2—Prices	388
Tables G-1 to G-4—Strikes and Lockouts	389

A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED FEBRUARY 17, 1962

(estimates in thousands)

—	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force	6,423	581	1,799	2,354	1,108	581
Men	4,714	436	1,336	1,690	819	433
Women	1,709	145	463	664	289	148
14–19 years	564	63	187	171	103	40
20–24 years	811	83	272	259	135	62
25–44 years	2,928	239	823	1,105	490	271
45–64 years	1,908	173	474	732	339	190
65 years and over	212	23	43	87	41	18
Employed	5,840	487	1,596	2,193	1,036	528
Men	4,202	350	1,155	1,552	757	388
Women	1,638	137	441	641	279	140
Agriculture	574	47	124	122	258	23
Non-agriculture	5,266	440	1,472	2,071	778	505
Paid Workers	4,770	389	1,333	1,892	706	450
Men	3,279	268	919	1,303	464	325
Women	1,491	121	414	589	242	125
Unemployed	583	94	203	161	72	53
Men	512	86	181	138	62	45
Women	71	*	22	23	10	*
Persons not in the Labour Force	5,717	645	1,668	1,895	965	544
Men	1,325	175	375	406	232	137
Women	4,392	470	1,293	1,489	733	407

* Less than 10,000.

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED FEBRUARY 17, 1962 CANADA

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over[1]	12,140	1,788	3,561	945	3,636	901	1,309
Labour force	6,423	564	3,410	808	795	634	212
Employed	5,840	477	3,114	671	771	612	195
Unemployed	583	87	296	137	24	22	17
Not in labour force	5,717	1,224	151	137	2,841	267	1,097
Participation rate [2]							
1962, February 17	52.9	31.5	95.8	85.5	21.9	70.4	16.2
January 13	52.9	31.7	95.5	84.9	22.4	69.7	15.8
Unemployment rate [3]							
1962, February 17	9.1	15.4	8.7	17.0	3.0	3.5	8.0
January 13	8.5	14.7	8.2	15.5	3.1	3.4	6.8

[1] Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

[2] The labour force as a percentage of the population 14 years of age and over.

[3] The unemployed as a percentage of the labour force.

TABLE A-3—UNEMPLOYED, CANADA

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	February 1962	January 1962	February 1961
Total unemployed	583	545	719
On temporary layoff up to 30 days	44	39	55
Without work and seeking work	539	506	664
Seeking full-time work	514	484	629
Seeking part-time work	25	22	35
Seeking under 1 month	89	133	108
Seeking 1—3 months	260	231	308
Seeking 4—6 months	116	75	166
Seeking more than 6 months	74	67	82

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

($ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Total			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation, Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	Totals[3]
1956—Total....	498	4,586	1,560	371	1,210	239	2,069	3,546	617	16,890
1957—Total....	535	4,838	1,661	336	1,311	277	2,265	3,920	683	16,018
1958—Total....	527	4,828	1,677	270	1,329	298	2,359	4,295	739	16,524
1959—Total....	552	5,103	1,773	288	1,472	316	2,528	4,705	819	17,761
1960—Total....	551	5,200	1,779	326	1,472	327	2,641	5,095	916	18,514
1960—										
December....	44.3	422.6	144.7	.....	.....	.....	.....	.....	.....	1,529.4
1961—										
January.....	44.2	420.0	140.5	.....	.....	.....	.....	.....	.....	1,494.3
February.....	44.4	424.4	142.0	62.1	278.7	81.8	656.5	1,327.4	235.7	1,502.2
March.....	44.5	427.1	142.5	.....	.....	.....	.....	.....	.....	1,510.1
April..	43.2	431.5	145.4	.....	.....	.....	.....	.....	.....	1,536.2
May.....	45.7	443.1	115.1	62.4	356.0	84.6	679.2	1,382.0	242.3	1,592.7
June.....	46.2	458.1	162.9	.....	.....	.....	.....	.....	.....	1,659.2
July.....	46.2	451.7	164.6	.....	.....	.....	.....	.....	.....	1,651.5
August.....	46.3	460.0	160.2	75.4	439.1	87.6	691.0	1,393.7	248.2	1,667.7
September...	46.3	465.2	160.0	.....	.....	.....	.....	.....	.....	1,693.0
October.....	46.3	463.7	156.8	.....	.....	.....	.....	.....	.....	1,681.0
November*..	46.2	459.4	156.3	85.2	366.2	85.4	712.9	1,427.5	250.6	1,658.6
December†..	45.5	451.9	151.5	.....	.....	.....	.....	.....	.....	1,615.0

[1] Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

[2] Includes post office wages and salaries.

[3] Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

* Revised.

† Preliminary.

54429-6—7

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at December 1961 employers in the principal non-agricultural industries reported a total employment of 2,898,133. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite			Manufacturing		
	Index Numbers (1949–100)[1]		Average Weekly Wages and Salaries	Index Numbers (1949–100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
			$			$
Averages						
1955	112.9	142.1	61.05	109.8	144.4	63.48
1956	120.7	150.0	64.44	115.8	151.7	66.71
1957	122.6	158.1	67.93	115.8	159.1	69.94
1958	117.9	163.9	70.43	109.8	165.3	72.67
1959	119.7	171.0	73.47	111.1	172.5	75.84
1960						
December	114.8	175.0	75.18	104.1	177.2	77.92
1961						
January	111.6	179.2	77.00	104.3	181.1	79.65
February	111.0	181.1	77.80	104.6	182.5	80.24
March	111.1	180.7	77.64	104.9	182.8	80.36
April	112.6	181.8	78.12	105.4	184.1	80.95
May	117.2	181.6	78.00	108.4	183.6	80.72
June	121.3	182.8	78.55	111.2	184.6	81.17
July	122.5	182.1	78.24	110.9	182.7	80.34
August	123.9	182.2	78.27	113.1	182.9	80.42
September	123.3	183.3	78.75	112.8	184.6	81.15
October	122.9	183.9	79.02	112.1	186.0	81.79
November*	121.6	183.5	78.82	110.9	186.2	81.87
December†	117.9	179.4	77.08	108.0	182.4	80.20

[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Dec. 1961	Nov. 1961	Dec. 1960	Dec. 1961	Nov. 1961	Dec. 1960
				$	$	$
Provinces						
Newfoundland	127.0	149.2	122.0	72.10	73.10	67.67
Prince Edward Island	124.2	144.1	114.5	57.04	55.58	55.12
Nova Scotia	93.4	97.5	90.0	61.87	65.16	60.16
New Brunswick	108.3	107.5	105.4	64.43	64.30	62.81
Quebec	118.6	123.3	115.0	74.29	76.35	72.62
Ontario	119.7	122.0	116.3	79.96	81.54	78.22
Manitoba	108.2	111.4	107.9	72.74	74.05	70.66
Saskatchewan	117.9	124.2	119.0	74.24	74.71	72.02
Alberta (including Northwest Territories)	151.0	155.5	147.1	79.55	81.39	77.04
British Columbia (including Yukon)	108.8	113.1	107.1	84.00	86.59	81.40
Canada	**117.9**	**121.6**	**114.8**	**77.07**	**78.82**	**75.18**
Urban Areas						
St. John's	132.2	148.7	125.4	56.74	57.62	54.32
Sydney	77.9	80.0	72.5	71.32	79.01	72.64
Halifax	128.3	126.7	119.5	64.20	65.48	61.49
Moncton	108.0	113.1	100.4	59.12	60.02	57.89
Saint John	115.5	110.1	113.1	63.24	62.93	58.67
Chicoutimi—Jonquiere	102.8	109.6	105.6	98.36	98.48	98.37
Quebec	116.2	119.1	107.1	64.82	67.47	63.66
Sherbrooke	107.4	111.2	99.5	62.83	65.25	61.09
Shawinigan	99.6	100.4	102.3	85.53	85.91	84.49
Three Rivers	108.6	114.8	103.5	70.98	74.45	69.98
Drummondville	80.7	83.4	73.8	61.79	62.44	62.01
Montreal	124.2	127.5	120.7	75.73	78.19	73.66
Ottawa—Hull	130.5	134.3	122.1	72.20	73.41	70.17
Kingston	113.2	115.3	115.0	76.61	76.88	73.22
Peterborough	91.9	91.4	91.1	86.90	88.32	81.66
Oshawa	180.2	181.0	173.9	96.15	96.23	88.00
Toronto	134.5	136.5	129.2	79.84	81.60	78.30
Hamilton	109.2	111.0	104.5	84.71	86.71	82.36
St. Catharines	108.1	112.7	103.1	87.82	86.69	86.16
Niagara	93.4	96.2	89.0	84.23	82.57	83.04
Brantford	82.5	83.2	79.1	70.32	74.02	70.61
Guelph	119.5	121.2	118.1	69.84	73.04	67.58
Galt	105.9	106.2	109.4	69.36	71.45	68.17
Kitchener	125.7	127.9	117.6	71.18	75.40	69.87
Sudbury	146.9	146.8	149.5	96.98	91.40	99.60
Timmins	89.2	90.1	91.8	71.80	72.82	70.08
London	132.8	136.0	121.4	72.48	74.99	70.56
Sarnia	124.5	127.0	121.9	100.37	101.51	98.37
Windsor	72.9	74.0	74.3	87.29	88.27	83.51
Sault Ste. Marie	137.4	143.8	130.2	98.35	98.58	95.74
Ft. William—Pt. Arthur	102.8	109.0	104.3	77.04	82 11	77.54
Winnipeg	109.0	110.8	109.8	69.34	70.90	67.66
Regina	135.7	138.5	128.3	74.20	74.11	70.59
Saskatoon	132.6	137.6	135.1	70.09	69.83	68.01
Edmonton	191.4	197.6	177.1	72.67	75.64	71.27
Calgary	171.4	175.2	170.3	76.76	77.91	73.42
Vancouver	109.0	112.0	108.7	83.05	84.68	80.68
Victoria	111.3	110.2	110.1	78.20	77.78	74.72

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

NOTE: Information for other industries is given in "Employment and Payrolls"

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Dec. 1961	Nov. 1961	Dec. 1960	Dec. 1961	Nov. 1961	Dec. 1960
				$	$	$
Mining	**115.0**	**116.6**	**113.1**	**95.15**	**97.75**	**94.96**
Metal mining	128.5	130.1	130.3	97.27	99.52	98.00
Gold	68.3	69.5	70.9	78.99	81.94	77.66
Other metal	184.5	186.4	185.5	103.55	105.61	105.24
Fuels	89.7	87.8	83.3	95.69	98.81	94.13
Coal	43.2	44.1	37.2	66.96	77.35	62.10
Oil and natural gas	288.9	275.1	281.7	114.10	113.55	112.35
Non-metal	128.2	139.9	122.1	84.35	88.27	81.94
Manufacturing	**108.0**	**110.9**	**104.1**	**80.20**	**81.87**	**77.92**
Durable goods	111.0	112.8	105.7	86.62	88.69	84.03
Non-durable goods	105.5	109.4	102.7	74.53	75.97	72.65
Food and beverages	105.7	116.6	104.4	72.19	70.88	70.21
Meat products	130.2	138.9	128.7	80.45	80.52	78.38
Canned and preserved fruits and vegetables	76.9	118.6	74.5	61.10	56.15	58.88
Grain mill products	98.5	100.2	99.6	77.56	80.89	75.08
Bread and other bakery products	110.8	111.8	109.7	68.94	67.96	67.21
Distilled and malt liquors	94.9	100.9	97.7	99.81	98.01	97.57
Tobacco and tobacco products	107.5	91.8	115.6	69.41	76.89	63.18
Rubber products	100.8	102.4	84.7	81.30	85.88	78.00
Leather products	88.3	89.4	83.5	50.92	55.84	50.48
Boots and shoes (except rubber)	95.9	96.2	91.3	47.68	53.11	47.46
Textile products (except clothing)	80.2	81.3	76.0	62.43	65.86	61.20
Cotton yarn and broad woven goods	75.2	75.7	68.7	58.13	63.24	57.19
Woollen goods	61.1	62.4	60.4	58.18	62.42	56.89
Synthetic textiles and silk	86.5	86.5	81.9	70.95	71.58	69.16
Clothing (textile and fur)	88.0	91.5	85.6	46.12	50.86	45.20
Men's clothing	90.7	94.7	86.1	45.16	49.70	44.29
Women's clothing	93.8	95.8	90.8	45.33	50.80	44.37
Knit goods	72.5	74.9	72.4	46.27	51.84	45.51
Wood products	99.5	103.2	93.6	67.79	71.27	65.41
Saw and planing mills	100.2	104.2	92.9	70.32	73.11	67.55
Furniture	109.8	113.1	106.3	65.11	69.79	62.90
Other wood products	75.4	78.9	72.2	58.68	63.36	59.38
Paper products	122.5	123.9	121.8	95.29	96.63	92.36
Pulp and paper mills	123.1	123.9	123.3	104.72	104.87	101.24
Other paper products	121.1	124.0	118.3	72.79	77.29	70.59
Printing, publishing and allied industries	124.2	125.7	123.3	85.34	88.68	83.89
Iron and steel products	102.2	103.6	98.7	89.84	92.65	87.52
Agricultural implements	59.6	57.8	60.3	94.34	95.97	90.53
Fabricated and structural steel	146.9	148.1	153.4	91.20	94.22	88.41
Hardware and tools	103.4	104.3	95.7	78.73	81.87	78.14
Heating and cooking appliances	95.4	101.1	86.7	77.05	79.63	73.89
Iron castings	89.3	91.3	85.2	85.13	89.29	82.31
Machinery, industrial machinery	116.8	117.7	109.7	86.89	88.91	84.45
Primary iron and steel	115.9	117.2	107.9	105.29	106.96	102.71
Sheet metal products	101.5	104.2	100.4	84.74	88.64	83.49
Wire and wire products	109.9	110.9	108.4	87.46	93.25	86.73
Transportation equipment	109.0	108.9	103.5	94.67	95.06	89.34
Aircraft and parts	262.7	261.1	255.5	94.31	97.84	93.41
Motor vehicles	110.9	110.0	105.6	112.09	110.71	100.67
Motor vehicles parts and accessories	105.4	104.4	99.9	91.14	91.09	86.92
Railroad and rolling stock equipment	55.7	56.4	54.9	84.63	83.63	78.40
Shipbuilding and repairing	128.7	130.7	111.3	83.87	84.32	80.36
Non-ferrous metal products	122.9	125.2	124.7	94.95	93.47	93.32
Aluminum products	133.4	140.1	138.8	86.57	89.51	85.03
Brass and copper products	103.0	104.6	99.0	83.77	88.14	81.21
Smelting and refining	138.7	140.2	145.3	108.77	102.58	105.63
Electrical apparatus and supplies	139.1	140.0	126.1	85.69	89.55	84.50
Heavy electrical machinery	102.1	102.0	98.7	94.09	96.41	91.41
Telecommunication equipment	248.5	249.1	210.7	83.64	87.27	84.77
Non-metallic mineral products	136.1	142.0	127.0	82.79	86.23	80.90
Clay products	82.6	88.7	78.7	76.83	78.29	74.02
Glass and glass products	161.8	162.5	144.8	83.08	84.06	80.13
Products of petroleum and coal	137.7	135.4	136.8	121.27	119.86	119.41
Petroleum refining and products	141.0	138.4	140.2	121.89	120.50	120.09
Chemical products	130.5	131.3	128.4	96.73	96.27	93.09
Medicinal and pharmaceutical preparations	121.4	120.6	115.0	83.65	83.82	81.94
Acids, alkalis and salts	153.7	154.6	154.1	111.17	108.47	106.41
Miscellaneous manufacturing industries	139.4	146.5	128.1	70.05	71.81	69.82
Construction	**110.3**	**127.9**	**107.8**	**74.67**	**83.08**	**73.71**
Building and general engineering	106.8	124.7	102.9	78.35	90.89	78.79
Highways, bridges and streets	116.2	133.2	115.8	68.99	70.81	66.29
Electric and motor transportation	135.6	139.8	130.6	82.31	82.98	80.95
Service	**147.8**	**150.7**	**138.6**	**56.18**	**56.08**	**54.26**
Hotels and restaurants	126.6	129.2	122.7	42.87	42.78	41.93
Laundries and dry cleaning plants	124.9	126.3	111.8	47.37	48.88	46.07
Industrial composite	**117.9**	**121.6**	**114.8**	**77.07**	**78.82**	**75.18**

Tables C-4 to C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	December 1961	November 1961	December 1960	December 1961	November 1961	December 1960
Newfoundland	38.6	38.4	39.3	1.98	1.74	1.95
Nova Scotia	37.8	40.8	38.8	1.64	1.56	1.62
New Brunswick	39.3	41.1	40.0	1.71	1.63	1.63
Quebec	39.1	42.2	39.3	1.69	1.66	1.64
Ontario	39.1	41.1	38.7	1.96	1.93	1.91
Manitoba	38.0	39.7	38.5	1.77	1.73	1.70
Saskatchewan	38.8	38.5	38.6	2.03	1.98	1.96
Alberta[1]	38.5	40.0	38.7	2.04	1.98	1.95
British Columbia[2]	36.8	38.4	35.4	2.28	2.26	2.24

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Dec. 1961	Nov. 1961	Dec. 1960	Dec. 1961	Nov. 1961	Dec. 1960	Dec. 1961	Nov. 1961	Dec. 1960
	no.	no.	no.	$	$	$	$	$	$
Mining	**40.0**	**42.6**	**41.0**	**2.19**	**2.14**	**2.14**	**87.39**	**90.97**	**87.52**
Metal mining	40.7	42.9	42.4	2.25	2.20	2.19	91.70	94.41	92.90
Gold	41.1	43.2	42.1	1.77	1.75	1.70	72.95	75.58	71.50
Other metal	40.6	42.7	42.5	2.43	2.38	2.38	98.61	101.56	101.28
Fuels	37.7	41.0	37.2	2.11	2.05	2.05	79.71	83.90	76.17
Coal	35.2	41.4	32.8	1.82	1.83	1.74	64.00	75.78	57.13
Oil and natural gas	41.1	40.3	42.3	2.46	2.38	2.32	100.97	96.08	98.25
Non-metal	39.9	43.6	39.4	1.98	1.96	1.95	78.77	85.52	76.83
Manufacturing	**38.8**	**41.1**	**38.7**	**1.88**	**1.84**	**1.82**	**72.89**	**75.64**	**70.60**
Durable goods	39.7	41.6	39.3	2.02	2.00	1.97	80.24	83.29	77.47
Non-durable goods	38.1	40.7	38.1	1.74	1.69	1.69	66.07	68.73	64.39
Food and beverages	38.5	40.1	38.7	1.67	1.60	1.63	64.41	64.13	63.18
Meat products	39.3	40.4	39.5	1.91	1.87	1.85	75.09	75.43	73.08
Canned and preserved fruits and vegetables	33.7	39.0	32.4	1.39	1.21	1.39	46.90	47.15	45.13
Grain mill products	40.4	42.8	40.5	1.79	1.81	1.71	72.13	77.48	69.02
Bread and other bakery products	41.8	41.6	41.8	1.50	1.48	1.47	62.87	61.46	61.55
Biscuits and crackers	35.9	39.5	35.2	1.41	1.39	1.37	50.57	54.68	48.14
Distilled liquors	38.4	40.8	39.1	2.09	2.04	2.05	80.38	83.30	80.33
Malt liquors	39.5	39.3	39.9	2.35	2.34	2.32	92.88	91.82	92.53
Tobacco and tobacco products	36.6	39.4	35.4	1.73	1.81	1.62	63.31	71.37	57.43
Rubber products	39.5	42.3	37.2	1.88	1.91	1.85	74.12	80.58	68.85
Leather products	36.4	41.6	36.9	1.26	1.25	1.23	45.77	52.02	45.40
Boots and shoes (except rubber)	35.5	41.1	36.5	1.20	1.20	1.17	42.58	40.29	42.60
Other leather products	38.6	42.6	38.1	1.38	1.37	1.37	53.34	58.25	51.98
Textile products (except clothing)	39.7	43.0	40.0	1.39	1.39	1.35	55.32	59.82	54.01
Cotton yarn and broad woven goods	37.9	41.9	38.7	1.41	1.42	1.35	53.49	59.61	52.35
Woollen goods	40.2	43.8	40.7	1.30	1.31	1.26	52.44	57.51	51.15
Synthetic textiles and silk	42.4	44.2	42.4	1.47	1.45	1.44	62.25	64.18	61.11
Clothing (textile and fur)	34.0	38.6	33.8	1.19	1.19	1.16	40.38	45.80	39.24
Men's clothing	33.9	38.1	33.5	1.18	1.19	1.16	40.15	45.27	38.91
Women's clothing	31.0	36.6	31.0	1.25	1.23	1.23	38.83	45.11	38.15
Knit goods	36.9	42.2	36.6	1.11	1.12	1.09	40.96	47.11	39.88
*Wood products	38.9	41.9	37.8	1.63	1.62	1.60	63.52	68.03	60.55
Saw and planing mills	38.4	40.8	36.8	1.75	1.74	1.73	67.28	70.89	63.45
Furniture	39.9	44.0	39.4	1.48	1.48	1.45	59.09	65.11	57.17
Other wood products	39.1	43.1	39.8	1.34	1.35	1.33	52.55	58.39	52.79
Paper products	39.7	41.6	39.9	2.25	2.19	2.15	89.28	91.27	85.86
Pulp and paper mills	40.4	41.6	40.6	2.44	2.38	2.33	98.60	99.01	94.60
Other paper products	37.8	41.7	37.8	1.70	1.70	1.63	64.23	70.94	61.83
Printing, publishing and allied industries	37.6	39.3	37.8	2.24	2.25	2.16	84.04	88.36	81.71
*Iron and steel products	39.3	41.1	39.0	2.13	2.13	2.09	83.87	87.79	81.54
Agricultural implements	39.3	40.0	38.4	2.17	2.18	2.13	85.40	87.24	81.62
Fabricated and structural steel	39.1	41.2	38.9	2.09	2.09	2.09	81.95	86.09	81.14
Hardware and tools	40.3	42.6	40.4	1.77	1.77	1.77	71.36	75.55	71.68
Heating and cooking appliances	39.2	41.0	37.1	1.80	1.82	1.75	70.67	74.63	65.08
Iron castings	39.4	42.6	38.8	2.03	2.01	1.96	80.11	85.77	76.33
Machinery, industrial	40.1	41.5	39.4	1.98	2.00	1.94	79.45	82.90	76.61
Primary iron and steel	39.5	40.2	39.2	2.54	2.55	2.50	100.49	102.60	97.83
Sheet metal products	38.0	40.8	38.2	2.03	2.04	2.00	77.31	83.09	76.60
Wire and wire products	38.6	41.8	39.3	2.09	2.10	2.03	80.49	87.69	79.86
*Transportation equipment	41.2	41.5	39.9	2.17	2.17	2.08	89.24	90.05	83.04
Aircraft and parts	40.7	42.5	41.3	2.11	2.14	2.06	85.65	91.16	84.96
Motor vehicles	45.1	44.3	40.9	2.37	2.39	2.29	107.18	105.93	93.77
Motor vehicle parts and accessories	40.1	40.6	39.1	2.12	2.10	2.06	85.14	85.26	80.61
Railroad and rolling stock equipment	39.5	39.1	38.7	2.08	2.08	1.95	82.39	81.41	75.53
Shipbuilding and repairing	39.3	40.0	38.9	2.08	2.06	2.01	81.57	82.45	78.25
*Non-ferrous metal products	39.7	41.0	41.3	2.24	2.14	2.15	89.12	87.66	88.59
Aluminum products	38.4	41.9	40.3	1.89	1.86	1.84	72.43	78.15	73.96
Brass and copper products	39.3	41.3	37.6	1.96	2.01	1.95	77.08	83.00	73.45
Smelting and refining	40.4	40.4	42.7	2.56	2.40	2.38	103.52	96.95	101.75
*Electrical apparatus and supplies	38.7	41.8	38.9	1.89	1.89	1.85	73.11	79.20	71.98
Heavy electrical machinery and equipment	39.6	41.4	38.7	2.10	2.11	2.04	83.19	87.49	79.02
Telecommunication equipment	38.3	41.5	38.8	1.75	1.75	1.72	67.08	72.49	66.74
Refrigerators, vacuum cleaners and appliances	37.0	40.6	37.5	1.91	1.92	1.93	70.66	77.84	72.44
Wire and cable	38.4	42.7	39.0	2.09	2.07	2.01	80.32	88.40	78.34
Miscellaneous electrical products	38.9	42.5	39.4	1.78	1.80	1.74	69.38	76.55	68.80
*Non-metallic mineral products	39.6	43.1	40.1	1.90	1.87	1.84	75.30	80.81	73.89
Clay products	40.5	42.5	40.0	1.73	1.71	1.68	70.22	72.48	67.14
Glass and glass products	40.4	41.5	41.4	1.88	1.88	1.80	75.98	78.26	74.57
Products of petroleum and coal	41.7	41.4	42.2	2.66	2.64	2.57	111.21	109.28	108.62
Chemical products	40.2	40.9	40.4	2.10	2.06	2.03	84.34	84.12	82.12
Medicinal and pharmaceutical preparations	39.4	39.9	39.5	1.59	1.59	1.54	62.60	63.17	60.87
Acids, alkalis and salts	41.0	41.0	41.1	2.48	2.38	2.37	101.40	97.39	97.18
Miscellaneous manufacturing industries	39.3	42.3	39.5	1.53	1.49	1.50	59.95	62.95	59.41
Construction	**34.9**	**40.6**	**35.4**	**1.99**	**1.98**	**1.93**	**69.31**	**80.49**	**68.47**
Building and general engineering	33.3	40.7	34.1	2.18	2.17	2.13	72.73	88.30	72.69
Highways, bridges and streets	37.8	40.2	37.6	1.67	1.64	1.63	63.00	66.06	61.37
Electric and motor transportation	**42.5**	**43.3**	**42.8**	**1.94**	**1.91**	**1.88**	**82.67**	**82.68**	**80.60**
Service	**37.6**	**38.4**	**38.3**	**1.09**	**1.08**	**1.07**	**41.02**	**41.44**	**40.96**
Hotels and restaurants	38.0	38.0	38.6	1.06	1.05	1.05	40.25	39.90	40.42
Laundries and dry cleaning plants	37.6	40.1	38.3	1.05	1.04	1.02	39.34	41.57	39.09

*Durable manufactured goods industries.

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949–100)	
				Current Dollars	1949 Dollars
	No.	$	$	No.	
Monthly Average 1955	41.0	1.45	59.45	142.4	122.4
Monthly Average 1956	41.0	1.52	62.40	149.5	126.3
Monthly Average 1957	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959	40.7	1.72	70.16	168.1	132.8
Last Pay Period in:					
1960 December	38.7	1.82	70.60	169.1	130.9
1961 January	40.1	1.81	72.76	174.3	135.2
February	40.4	1.82	72.40	175.9	136.2
March	40.3	1.83	73.64	176.4	136.7
April	40.6	1.84	74.56	178.6	138.5
May	40.5	1.84	74.44	178.3	138.3
June	41.0	1.83	75.02	179.7	139.3
July	40.6	1.82	73.95	177.2	137.3
August	40.9	1.82	74.26	177.9	137.8
September	41.3	1.81	75.00	179.7	139.1
October	41.2	1.84	75.69	181.3	139.8
November*	46.2	1.84	75.64	181.2	139.6
December†	38.7	1.88	72.89	174.6	134.6

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings.*

* Revised.

† Latest figures subject to revision.

54429-6—8½

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, D.B.S. See also Technical Note, page 385.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
March 1, 1957	14,218	12,694	26,912	474,661	113,489	588,150
March 1, 1958	7,389	8,459	15,848	686,041	171,170	857,211
March 1, 1959	9,007	10,816	19,823	623,338	174,787	798,125
March 1, 1960	8,431	10,676	19,107	634,332	182,721	817,053
March 1, 1961	8,786	9,513	18,299	691,351	186,991	878,342
April 1, 1961	9,927	11,387	21,314	683,034	180,982	864,016
May 1, 1961	14,098	13,802	27,900	594,904	172,884	767,788
June 1, 1961	17,078	17,208	34,286	418,218	151,611	569,829
July 1, 1961	15,103	16,445	31,548	268,284	125,447	393,731
August 1, 1961	15,880	14,732	30,612	246,016	117,993	364,009
September 1, 1961	14,963	17,850	32,813	216,245	104,695	320,940
October 1, 1961	14,645	17,066	31,711	216,358	101,260	317,618
November 1, 1961	12,936	14,979	27,915	249,228	107,697	356,925
December 1, 1961	17,462	15,940	33,402	329,306	124,966	454,272
January 1, 1962	11,402	10,866	22,268	478,470	136,566	615,036
February 1, 1962(1)	11,428	12,069	23,497	570,061	161,094	731,155
March 1, 1962(1)	12,305	13,127	25,432	585,555	161,992	747,547

(1) Latest figures subject to revision.

*Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR 1958-1961 AND DURING MONTH JANUARY 1961-JANUARY 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1958	2,790,412	1,012,974	620,394	374,245	548,663	291,466
1959	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961	3,125,195	1,106,790	836,534	469,119	748,790	371,072
January 1961	325,690	101,372	47,263	28,403	41,861	21,498
February	234,354	73,854	40,440	25,796	34,961	18,763
March	238,863	77,357	49,241	31,280	41,589	22,285
April	215,093	77,950	58,172	32,159	49,354	23,000
May	229,959	88,523	89,371	41,316	81,694	30,861
June	230,718	100,318	81,236	47,267	73,620	37,793
July	231,069	98,915	74,950	44,374	66,017	37,286
August	232,512	100,946	86,849	57,620	76,895	45,527
September	234,100	92,605	84,048	46,469	80,430	38,934
October	262,415	94,783	78,281	39,501	70,797	31,679
November	328,443	108,175	83,750	38,498	70,353	28,162
December	361,979	91,992	62,933	36,436	61,219	35,284
January 1962	343,460	109,466	57,373	35,946	49,668	26,878

TABLE D-3—PLACEMENTS EFFECTED BY INDUSTRY AND BY SEX DURING JANUARY 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from January 1961
Agriculture, Fishing, Trapping	**599**	**121**	**720**	**+ 112**
Forestry	**2,255**	**37**	**2,292**	**+ 665**
Mining, Quarrying and Oil Wells	**745**	**53**	**798**	**+ 228**
Metal Mining	395	17	412	+ 136
Fuels	191	16	207	+ 44
Non-Metal Mining	30	0	30	+ 7
Quarrying, Clay and Sand Pits	30	1	31	+ 25
Prospecting	99	19	118	+ 16
Manufacturing	**10,910**	**8,264**	**19,174**	**+ 4,251**
Foods and Beverages	722	871	1,593	+ 57
Tobacco and Tobacco Products	44	25	69	− 86
Rubber Products	88	109	197	+ 121
Leather Products	211	288	499	− 21
Textile Products (except clothing)	397	405	802	+ 254
Clothing (textile and fur)	490	3,417	3,907	+ 472
Wood Products	1,803	258	2,061	+ 490
Paper Products	664	277	941	+ 31
Printing, Publishing and Allied Industries	398	406	804	+ 206
Iron and Steel Products	2,080	363	2,443	+ 578
Transportation Equipment	2,026	266	2,292	+ 696
Non-Ferrous Metal Products	306	169	475	+ 125
Electrical Apparatus and Supplies	596	496	1,092	+ 554
Non-Metallic Mineral Products	335	157	492	+ 211
Products of Petroleum and Coal	20	17	37	− 2
Chemical Products	327	242	569	+ 170
Miscellaneous Manufacturing Industries	403	498	901	+ 395
Construction	**8,092**	**160**	**8,252**	**+ 2,186**
General Contractors	5,748	85	5,833	+ 1,469
Special Trade Contractors	2,344	75	2,419	+ 717
Transportation, Storage and Communication	**4,519**	**294**	**4,813**	**− 1,361**
Transportation	4,229	163	4,392	− 1,468
Storage	215	22	237	+ 68
Communication	75	109	184	+ 39
Public Utility Operation	**258**	**59**	**317**	**+ 88**
Trade	**6,030**	**3,909**	**9,939**	**+ 2,549**
Wholesale	2,326	1,162	3,488	+ 778
Retail	3,704	2,747	6,451	+ 1,771
Finance, Insurance and Real Estate	**450**	**934**	**1,384**	**+ 231**
Service	**15,810**	**13,047**	**28,857**	**+ 4,238**
Community or Public Service	644	1,211	1,855	+ 204
Government Service	10,795	1,918	12,713	+ 1,679
Recreation Service	255	148	403	+ 109
Business Service	837	1,162	1,999	+ 89
Personal Service	3,279	8,608	11,887	+ 2,157
GRAND TOTAL	**49,668**	**26,878**	**76,546**	**+13,187**

TABLE D-4—REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT JANUARY 31, 1962(1)

(SOURCE: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional and Managerial Workers	9,207	2,128	11,335
Clerical Workers	20,824	49,301	70,125
Sales Workers	9,948	20,835	30,783
Personal and Domestic Service Workers	44,791	33,308	78,099
Seamen	5,645	125	5,770
Agriculture, Fishing, Forestry (Ex. log.)	8,630	1,006	9,636
Skilled and Semi-Skilled Workers	270,470	22,338	292,808
Food and kindred products (incl. tobacco)	2,512	731	3,243
Textiles, clothing, etc.	3,175	13,770	16,945
Lumber and lumber products	33,192	141	33,333
Pulp, paper (incl. printing)	1,495	585	2,080
Leather and leather products	1,365	1,072	2,437
Stone, clay and glass products	1,083	50	1,133
Metalworking	21,354	966	22,320
Electrical	3,865	955	4,820
Transportation equipment	937	38	975
Mining	2,984	.....	2,984
Construction	87,758	14	87,772
Transportation (except seamen)	51,047	159	51,206
Communications and public utility	1,816	16	1,832
Trade and service	7,329	2,419	9,748
Other skilled and semi-skilled	34,787	1,071	35,858
Foremen	6,465	338	6,803
Apprentices	9,306	13	9,319
Unskilled Workers	200,546	32,053	232,599
Food and tobacco	9,038	11,474	20,512
Lumber and lumber products	22,434	525	22,959
Metalworking	8,426	611	9,037
Construction	107,941	.....	107,941
Other unskilled workers	52,707	19,443	72,150
GRAND TOTAL	**570,061**	**161,094**	**731,155**

(1) Preliminary—subject to revision.

TABLE D-5—REGISTRATIONS AT JANUARY 31, 1962

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	(1) Jan. 31, 1962	Previous Year Feb. 2, 1961
Newfoundland	**27,497**	**29,312**
Corner Brook	5,743	6,216
Grand Falls	2,565	2,653
St. John's	19,189	20,443
Prince Edward Island	**5,907**	**6,014**
Charlottetown	3,764	3,784
Summerside	2,143	2,230
Nova Scotia	**34,653**	**37,804**
Amherst	1,268	1,505
Bridgewater	1,899	2,495
Halifax	6,037	6,894
Inverness	1,241	1,436
Kentville	3,443	4,328
Liverpool	775	997
New Glasgow	4,548	5,504
Springhill	968	1,287
Sydney	7,435	7,328
Sydney Mines (2)	1,871	.....
Truro	1,995	2,392
Yarmouth	3,173	3,638
New Brunswick	**34,527**	**39,486**
Bathurst	6,520	7,025
Campbellton	2,952	3,458
Edmundston	2,538	3,047
Fredericton	2,005	2,731
Minto	498	702
Moncton (3)	9,107	10,562
Newcastle	3,004	3,510
Saint John	3,801	3,743
St. Stephen	1,727	1,600
Sussex	665	853
Woodstock	1,710	2,255
Quebec	**221,362**	**270,116**
Alma	2,832	2,815
Asbestos	880	1,114
Baie Comeau	1,361	1,066
Beauharnois	1,595	1,954
Buckingham	1,478	1,741
Causapscal	2,813	3,483
Chandler	2,629	2,699
Chicoutimi	2,891	3,038
Cowansville	647	856
Dolbeau	1,527	1,898
Drummondville	2,555	3,230
Farnham	739	968
Forestville	1,613	1,372
Gaspé	2,246	2,452
Granby	2,565	3,231
Hull	4,974	6,099
Joliette	5,086	6,540
Jonquière	3,152	3,419
Lachute	1,075	1,270
La Malbaie	2,900	3,003
La Tuque	1,120	1,213
Lévis	4,886	6,330
Louiseville	1,496	1,719
Magog	840	1,015
Maniwaki	966	1,409
Matane	3,697	4,338
Mégantic	1,417	1,703
Mont-Laurier	1,344	1,593
Montmagny	2,405	2,621
Montréal	71,699	93,767
New Richmond	2,575	2,807
Port Alfred	1,471	1,572
Québec	15,845	18,455
Rimouski	5,696	6,272
Rivière du Loup	6,560	7,337
Roberval	1,929	1,719
Rouyn	2,537	3,908
Ste. Agathe des Monts	1,463	1,862
Ste. Anne de Bellevue	1,402	1,831
Ste. Thérèse	2,833	3,556
St. Hyacinthe	2,375	3,219
St. Jean	2,512	3,180
St. Jérôme	2,206	2,870
Sept-Iles	3,088	3,336
Shawinigan	5,404	5,756
Quebec—Concluded		
Sherbrooke	5,987	7,484
Sorel	2,842	3,331
Thetford Mines	2,056	2,900
Trois-Rivières	6,559	7,792
Val d'Or	1,878	2,184
Valleyfield	2,713	3,563
Victoriaville	2,675	3,441
Ville St. Georges	3,328	3,785
Ontario	**222,202**	**269,346**
Arnprior	530	540
Barrie	1,760	1,999
Belleville	2,710	2,856
Bracebridge	1,795	2,023
Brampton	1,685	2,191
Brantford	3,847	4,169
Brockville	857	1,063
Carleton Place	491	618
Chatham	2,714	2,852
Cobourg	1,211	1,436
Collingwood	1,132	1,445
Cornwall	4,028	4,630
Elliot Lake	692	552
Fort Erie	872	1,063
Fort Frances	855	855
Fort William	3,426	3,808
Galt	1,474	2,291
Gananoque	511	594
Goderich	980	929
Guelph	2,258	3,352
Hamilton	16,306	21,797
Hawkesbury	1,232	1,415
Kapuskasing	668	904
Kenora	1,225	1,239
Kingston	2,855	2,826
Kirkland Lake	1,751	2,016
Kitchener	3,632	5,232
Leamington	1,172	1,435
Lindsay	913	1,032
Listowel	641	774
London	5,749	7,704
Long Branch	4,550	5,649
Midland	1,705	1,824
Napanee	979	1,013
Newmarket	1,842	2,106
Niagara Falls	3,367	4,159
North Bay	2,171	2,933
Oakville	1,028	1,424
Orillia	1,348	1,885
Oshawa	4,583	5,610
Ottawa	8,165	9,641
Owen Sound	2,273	3,020
Parry Sound	848	801
Pembroke	2,397	2,579
Perth	791	834
Peterborough	4,022	5,110
Picton	643	767
Port Arthur	5,049	5,370
Port Colborne	1,279	1,339
Prescott	1,117	1,296
Renfrew	746	847
St. Catharines	5,354	6,344
St. Thomas	1,358	1,691
Sarnia	3,509	4,072
Sault Ste. Marie	3,385	4,812
Simcoe	1,824	2,037
Sioux Lookout	241	285
Smiths Falls	745	739
Stratford	1,211	1,407
Sturgeon Falls	1,073	1,210
Sudbury	4,833	5,808
Tillsonburg	603	646
Timmins	2,458	2,800
Toronto	54,274	66,710
Trenton	933	1,205
Walkerton	1,185	1,453
Wallaceburg	945	1,178
Welland	2,658	3,063
Weston	4,588	5,628
Windsor	10,918	12,466
Woodstock	1,232	1,945

TABLE D-5—REGISTRATIONS AT JANUARY 31, 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Office	(1) Jan. 31, 1962	Previous Year Feb. 2, 1961
Manitoba	**35,905**	**35,548**
Brandon	3,318	3,376
Dauphin	2,347	2,414
Flin Flon	258	290
Portage la Prairie	1,621	1,776
The Pas	482	498
Winnipeg	27,879	27,194
Saskatchewan	**27,612**	**28,618**
Estevan	622	745
Lloydminster	685	742
Moose Jaw	2,268	2,338
North Battleford	1,717	1,796
Prince Albert	3,412	3,283
Regina	6,770	6,954
Saskatoon	6,129	6,503
Swift Current	1,467	1,484
Weyburn	768	837
Yorkton	3,774	3,936
Alberta	**39,617**	**44,326**
Blairmore	657	778
Calgary	11,894	13,292
Drumheller	699	711
Edmonton	17,174	20,044
Edson	576	638
Grande Prairie	991	1,308
Lethbridge	3,832	3,701
Medicine Hat	1,922	1,829
Red Deer	1,872	2,025
British Columbia	**81,873**	**94,168**
Chilliwack	2,802	2,646
Courtenay	1,429	1,639
Cranbrook	1,387	1,531
Dawson Creek	1,168	1,325
Duncan	1,090	1,457
Kamloops	2,085	1,874
Kelowna	2,074	2,208
Kitimat	207	275
Mission City	1,851	1,985
Nanaimo	1,386	2,041
Nelson	1,451	1,619
New Westminster	12,441	13,155
Penticton	2,306	2,280
Port Alberni	844	1,355
Prince George	1,725	2,402
Prince Rupert	1,836	2,326
Princeton	754	711
Quesnel	1,174	1,276
Trail	1,362	1,536
Vancouver	34,387	40,651
Vernon	2,735	3,083
Victoria	4,716	5,946
Whitehorse	663	847
Canada	**731,155**	**854,738**
Males	570,061	668,766
Females	161,094	185,972

(1) Preliminary subject to revision.

(2) Prior to March 1961, the office at Sydney Mines, N.S. operated as a branch of the Sydney, N.S. local office.

(3) ncludes 1,411 unplaced applicants for Magdalen Islands.

Technical Note to "D" Tables

Tables D-1 to D-5 present selected statistics emanating from operations of National Employment Offices. These statistics, therefore, must be interpreted in the light of National Employment Service policy, operations, and reporting methods. Within this context, these operational statistics can provide useful information on labour supply and demand, historically and at specific points in time, by occupations, industries and local office areas.

Each National Employment Office is engaged in: (1) receiving applications for employment, assessing and recording the qualifications, interests, and aptitudes of the applicants, and assigning the occupational classifications which represent the applicants' highest levels of skill; (2) receiving orders for workers from employers, recording the employers' specifications for job vacancies, and classifying the orders occupationally and according to the industrial activity of the employers; (3) selecting from among available applicants the persons whose qualifications most closely approximate the specifications on the employers' orders; and (4) initiating clearance procedure to inform other National Employment Offices when suitable applicants are not available locally to fill employers' requirements. (There are numerous other related activities engaged in by National Employment Offices, but these are not the subject of the operational statistics under discussion.)

The industrial classification system used to classify employers and employers' orders is the Standard Industrial Classification of the Dominion Bureau of Statistics.

The occupational classification system used for classifying employers' orders and applications for employment is that of the Dictionary of Occupational Titles, published by the United States Employment Service. This system is based solely on the needs of the personnel selection process, and as a result is dissimilar from other occupational groupings such as occur in the census or in various salary evaluation systems.

The two basic statistical reports of the National Employment Service reflect these operations and systems of classification.

One of these statistical reports is produced from a physical count of the local office files of orders and applications, and shows by occupational groups the number of unfilled vacancies and registrations for employment that are active *on the last working day of each month.* Certain exclusions are made in this count, however. Total unfilled vacancies specifically exclude "deferred vacancies," i.e., those vacancies that are listed with the local offices but for which employers are not yet ready to accept referrals or confirm hiring. Total registrations for employment exclude those persons who are known to be employed but are seeking different work, those persons who also have applications registered with other local offices, those persons who are seeking part-time work only, those persons who have registered in advance of their availability for work, and a few other similar categories. Since registrations are retained on an active basis for 14 days. These totals will include some applicants who have found work on their own but have not so notified the local office. Month-end data taken from this report on unfilled vacancies and registrations for employment are to be found in Tables D-1, D-4 and D-5. With particular reference to Table D-5, it should be noted that the totals given for each office represent the whole area served by the office and not simply those in the city or town in which the office is located.

The other basic statistical report contains monthly totals of certain National Employment Office operations, including such items as registrations received, vacancies notified, and placements affected, *during the whole of the month reported.* In this report, "registrations received" include the total number of registrations recorded during the month, and therefore differ considerably from "registrations for employment" taken from the other report, which deals only with selected registrations at a specific point in time. Vacancies notified and placements effected are recorded in this report by industry groups, but in the table published here, only placements effected are shown by industry groups.

"Vacancies Notified" are the total number of job openings that have been listed by employers with National Employment Offices, and, as such, provide an indication of fluctuations in the demand for workers. "Placements Effected" are the number of confirmed placements made by the NES on the vacancies notified. As such, placements effected provide an indicator of the number of persons who have found employment during the period. Placements effected include regular placements, casual placements (in jobs with an anticipated duration of six days or less), and transfers-out (placements involving the movement of workers from one local office area to another).

Tables D-2 and D-3 contain data on registrations received, vacancies notified and placements effected, and placements by industry, respectively, taken from the operational report covering the whole of each month.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, D.B.S. from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 270, February issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1961—November	4,110,000	3,724,000	386,000*
October	3,991,000	3,722,300	268,700
September	3,966,000	3,736,800	229,200
August	3,987,000	3,757,700	229,300
July	3,971,000	3,715,700	255,300
June	3,943,000	3,676,100	266,900
May	3,891,000	3,550,000	341,000
April	4,126,000	3,412,900	713,100
March	4,210,000	3,372,000	838,000
February	4,247,000	3,374,200	872,800
January	4,240,000	3,393,100	846,900
1960—December	4,251,000	3,496,900	754,100
November	4,110,000	3,624,800	485,200

* By virtue of seasonal benefit class B, the claimant count during the seasonal benefit period may include a number of persons who were not represented in the insured population within the last six months. This explains, in part, unequal variations in the month-to-month movement of the employed and claimants.

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, DECEMBER, 1961

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	18,832	17,162	1,670	15,945	13,824	2,121	7,028
Prince Edward Island	4,325	3,948	377	4,107	3,646	461	1,015
Nova Scotia	19,024	14,801	4,223	17,501	15,298	2,203	5,651
New Brunswick	18,694	15,709	2,985	17,641	15,159	2,482	4,652
Quebec	107,304	78,724	28,580	93,881	78,441	15,440	39,033
Ontario	105,107	73,230	31,877	97,562	82,041	15,521	33,127
Manitoba	15,867	11,839	4,028	16,277	13,877	2,400	3,869
Saskatchewan	12,175	9,325	2,850	11,557	9,687	1,870	3,769
Alberta	17,060	12,278	4,782	16,679	14,095	2,584	5,210
British Columbia	39,485	28,852	10,633	40,364	32,931	7,433	10,894
Total, Canada, December 1961	357,873	265,868	92,005	331,514	278,999	52,515	114,248
Total, Canada, November 1961	252,551	178,400	74,151	212,546	159,464	53,082	87,889
Total, Canada, December 1960	448,319	325,011	123,308	429,960	370,495	59,465	122,427

* In addition, revised claims received numbered 47,683.

† In addition, 42,033 revised claims were disposed of. Of these, 5,126 were special requests not granted and 1,380 were appeals by claimants. There were 15,413 revised claims pending at the end of the month.

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL, DECEMBER 29, 1961

(Counted on last working day of the month)

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total Claimants	Number of weeks on claim							Percentage Postal	December 30, 1960 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada	601,210	239,722	130,844	97,376	47,190	27,119	15,688	43,271	36.6	754,117
Male	472,040	200,323	107,094	77,559	33,721	17,678	9,682	25,983	39.3	594,232
Female	129,170	39,399	23,750	19,817	13,469	9,441	6,006	17,288	26.8	159,885
Newfoundland	27,909	14,980	6,900	2,855	1,201	510	295	1,168	83.0	32,463
Male	26,369	14,593	6,578	2,649	1,024	394	223	908	84.5	30,688
Female	1,540	387	322	206	177	116	72	260	58.5	1,775
Prince Edward Island	5,910	2,762	2,082	592	186	94	50	144	79.7	6,415
Male	4,927	2,429	1,735	462	136	62	24	79	81.5	5,386
Female	983	333	347	130	50	32	26	65	70.9	1,029
Nova Scotia	30,259	11,636	7,050	4,617	2,009	1,518	866	2,563	54.1	39,439
Male	26,076	10,590	6,217	3,989	1,549	1,167	664	1,900	56.3	35,284
Female	4,183	1,046	833	628	460	351	202	663	40.4	4,155
New Brunswick	29,237	11,374	8,062	4,483	1,972	1,123	523	1,700	68.3	34,568
Male	24,043	10,088	6,725	3,720	1,428	685	322	1,075	69.7	29,181
Female	5,194	1,286	1,337	763	544	438	201	625	62.1	5,387
Quebec	174,500	74,281	35,487	26,363	12,676	7,595	4,910	13,188	35.4	229,345
Male	135,317	61,103	28,708	20,754	9,161	4,983	3,008	7,600	38.2	177,854
Female	39,183	13,178	6,779	5,609	3,515	2,612	1,902	5,588	25.7	51,491
Ontario	178,629	70,448	35,917	29,225	14,800	8,390	4,991	14,858	23.1	234,136
Male	132,416	55,387	27,702	22,460	10,001	5,154	2,931	8,781	23.8	172,570
Female	46,213	15,061	8,215	6,765	4,799	3,236	2,060	6,077	21.1	61,566
Manitoba	31,175	10,764	7,044	6,809	2,779	1,406	701	1,672	29.2	32,127
Male	25,039	8,960	5,837	5,507	2,131	1,038	529	1,037	31.4	26,119
Female	6,136	1,804	1,207	1,302	648	368	172	635	20.5	6,008
Saskatchewan	21,733	7,722	5,053	4,523	1,861	1,003	503	1,068	51.8	22,937
Male	17,898	6,617	4,403	3,872	1,402	682	309	613	55.6	19,033
Female	3,835	1,105	650	651	459	321	194	455	33.9	3,904
Alberta	31,826	11,336	6,729	6,351	3,151	1,586	879	1,794	33.0	35,985
Male	25,460	9,856	5,791	5,146	2,200	949	489	1,029	34.5	29,306
Female	6,366	1,480	938	1,205	951	637	390	765	27.1	6,679
British Columbia	70,032	24,419	16,520	11,558	6,555	3,894	1,970	5,116	31.7	86,702
Male	54,495	20,700	13,398	9,000	4,689	2,564	1,183	2,961	33.3	68,811
Female	15,537	3,719	3,122	2,558	1,866	1,330	787	2,155	26.0	17,891

TABLE E-4— BENEFIT PAYMENTS BY PROVINCE, DECEMBER 1961

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Weeks Paid*	Amount of Benefit Paid $
Newfoundland	27,362	651,515
Prince Edward Island	6,342	133,840
Nova Scotia	53,304	1,222,566
New Brunswick	44,851	972,471
Quebec	347,397	8,280,628
Ontario	402,489	9,789,182
Manitoba	65,008	1,602,108
Saskatchewan	44,320	1,089,237
Alberta	71,535	1,772,277
British Columbia	153,995	3,933,569
Total, Canada, December 1961	1,216,603	29,447,393
Total, Canada, November 1961	881,230	20,938,313
Total, Canada, December 1960	1,691,081	39,765,534

* "Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949=100)

Calculated by the Dominion Bureau of Statistics

——	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1957—Year	122.6	118.6	127.3	108.2	133.2	139.9	134.2	109.1
1958—Year	125.7	122.9	129.3	109.5	136.6	146.6	142.0	110.1
1959—Year	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—February	128.9	124.0	133.1	111.5	141.1	154.6	146.7	115.7
March	129.1	124.0	133.2	111.8	141.0	154.4	146.6	115.7
April	129.1	123.9	133.2	111.9	141.0	155.3	145.5	115.8
May	129.0	123.2	132.9	112.4	141.8	155.3	146.0	115.8
June	129.0	123.5	132.9	112.5	141.2	155.0	145.8	115.8
July	129.0	124.9	132.9	112.2	138.7	155.1	145.0	115.8
August	129.1	125.3	132.9	112.1	139.0	154.6	145.4	116.1
September	129.1	123.2	133.5	113.1	140.0	155.0	146.7	117.3
October	129.2	123.3	133.6	113.6	140.0	155.3	146.2	117.3
November	129.7	123.6	133.7	114.0	141.5	156.7	146.3	117.3
December	129.8	124.5	133.8	113.7	141.1	156.8	146.3	117.3
1962—January	129.7	124.8	134.0	111.6	140.6	156.8	146.6	117.3
February	129.8	125.0	134.0	111.8	140.7	157.2	146.7	117.2

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JANUARY 1962

(1949 = 100)

——	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	Jan. 1961	Dec. 1961	Jan. 1962					
St. John's, Nfld.	116.2	116.5	116.4	110.4	115.2	109.7	112.1	132.8
Halifax	127.9	129.5	129.3	120.7	137.8	121.7	130.9	140.8
Saint John	130.0	130.7	130.5	123.8	141.5	121.0	124.7	144.2
Montreal	129.4	130.9	130.2	130.8	146.8	104.0	120.6	140.7
Ottawa	129.7	131.6	130.9	123.7	149.8	116.2	122.8	142.8
Toronto	131.2	131.9	131.6	123.5	152.1	115.2	125.9	140.7
Winnipeg	127.3	128.9	128.9	126.8	136.9	116.8	120.3	138.2
Saskatoon—Regina	125.1	126.1	126.5	122.6	124.3	125.3	128.4	132.1
Edmonton—Calgary	125.1	125.8	125.7	120.2	125.7	120.7	128.1	134.1
Vancouver	130.3	130.1	130.1	125.7	136.8	114.8	135.5	137.2

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951 = 100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 114, January issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1957-1962

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1957	242	249	91,409	1,634,880	0.14
1958	253	262	112,397	2,872,340	0.24
1959	203	218	100,127	2,286,900	0.19
1960	268	274	49,408	738,700	0.06
*1961	271	286	97,800	1,340,970	0.11
*1961: January	6	21	2,346	28,140	0.03
February	8	18	1,601	20,320	0.02
March	21	34	4,426	41,160	0.04
April	18	30	6,265	59,240	0.06
May	33	50	12,001	107,480	0.10
June	21	38	12,323	128,020	0.12
July	28	41	8,826	94,560	0.09
August	32	47	8,067	64,570	0.06
September	31	53	10,664	105,500	0.09
October	30	58	41,043	428,650	0.39
November	22	48	11,032	123,940	0.11
December	12	42	22,053	139,390	0.13
*1962: January	20	40	9,174	85,420	0.08

* Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, JANUARY 1962, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry			
Mines	2	620	10,330
Manufacturing	17	5,870	41,870
Construction	9	687	9,810
Transpn. & utilities	6	1,384	10,400
Trade	4	101	2,230
Finance			
Service	2	512	10,780
Public administration			
All industries	40	9,174	85,420

TABLE G-3—STRIKES AND LOCKOUTS, JANUARY 1962, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	2	199	810
Prince Edward Island			
Nova Scotia	1	702	1,000
New Brunswick	1	154	2,160
Quebec	3	965	17,240
Ontario	22	5,676	46,480
Manitoba	1	110	1,760
Saskatchewan			
Alberta	2	226	3,310
British Columbia	7	258	4,560
Federal	1	884	8,100
All jurisdictions	40	9,174	85,420

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JANUARY 1962

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			January	Accumulated		
MINES						
Metal						
Opemiska Copper Mines, Chapais, Que.	Mining Employees' Federation (CNTU)	450	9,900	32,400	Oct. 20	Job classification, sickness and accident insurance, seniority, union security~
Non-Metal						
Newfoundland Fluorspar, St. Lawrence, Nfld.	St. Lawrence Workers' Protective Union (Ind.)	170	430	430	Jan. 29	Objection to shift boss~
MANUFACTURING						
Rubber						
Goodyear Tire & Rubber Co. of Canada, New Toronto, Ont.	Rubber Workers Loc. 232 (AFL-CIO CLC)	300	600	600	Jan. 8 Jan. 10	Suspension of one employee~ Return of workers.
Clothing						
Taran Furs, Montreal, Que.	Butcher Workmen Loc. 400 (AFL-CIO, CLC)	145	1,420	1,420	Jan. 9	Wages~
Furniture and Fixtures						
Canadian Office and School Furniture, Preston, Ont.	Carpenters Loc. 3189 (AFL-CIO, CLC)	109	2,400	12,370	Sep. 8	Union security~
Primary Metals						
R. D. Werner Co., Oshawa, Ont.	Steelworkers Loc. 2784 (AFL-CIO/CLC)	179	3,940	5,730	Dec. 15	Wages~
Dominion Iron and Steel Sydney, N.S.	Steelworkers Loc. 1064 (AFL-CIO, CLC)	702	1,000	1,000	Jan. 22 Jan. 24	Presence of efficiency experts~Return of workers
Transporation Equipment						
Ford Motor Co. of Canada, Oakville, Ont.	Auto Workers Loc. 707 (AFL-CIO, CLC)	3,255 (110)	12,900	12,900	Jan. 10 Jan. 16	Wages, fringe benefits~Minimum of 18¢ an hr. increase over 3-yr. agreement; improved fringe benefits.
Electrical Products						
Canadian Westinghouse, Toronto, Ont.	U.E. Loc. 512 (Ind,)	139	2,640	5,750	Nov. 29 Jan. 29	Wages, seniority, holidays~ 5¢ an hr. immediately, plus 9¢ an hr. spread over three 10-month periods; additional 3¢ an hr. on job evaluation.
Miscellaneous Manufacturing						
Reliable Fur Dressers & Dyers, Shiner Fur Dyeing Toronto, Ont.	Butcher Workmen Loc. 85 (AFL-CIO, CLC)	200	3,200	3,200	Jan. 10	Wages, fringe benefits in national agreement~
Fur Trade Ass'n. of Canada (Quebec) Montreal, Que.	Butcher Workmen Loc. 54 (AFL-CIO, CLC)	370	5,920	5,920	Jan. 10	Wages, fringe benefits in national agreement~
Cohn & Son, Trans-Canada Fur Dressers & Dyers. Winnipeg, Man.	Butcher Workmen Loc. 175F (AFL-CIO, CLC)	110	1,760	1,760	Jan. 10	Wages, fringe benefits in national agreement~
CONSTRUCTION						
Ontario lathing contractors, Toronto, Ont.	Lathers Loc. 97 (AFL-CIO/CLC)	100	2,200	6,000	Nov. 7	Alleged failure to honor agreement~
Saint John Builders' Exchange, Saint John, N.B.	Carpenters Loc. 1386 (AFL-CIO, CLC)	154	2,160	6,030	Nov. 27 Jan. 22	Wages, working conditions, paid statutory holidays, union security~10¢ an hr. increase, improved union security clause.
Brown & Root, Windfall, Alta.	Plumbers Loc. 488 (AFL-CIO, CLC)	170	2,640	2,640	Jan. 10	Wages~
TRANSPN. & UTILITIES						
Transportation						
Four automobile hauling firms, Oakville, Oshawa, Windsor, other points, Ont.	Teamsters Loc. 880 (Ind.)	111	1,020	3,700	Nov. 26 Jan. 15	Wages, control of welfare fund~6¢ an hr. increase annually for 3-yrs.; contributory plan; jointly administered welfare fund.

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JANUARY 1962

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			January	Accumulated		
ive automobile hauling firms, arious centres, Que., and Ont.	Teamsters Loc. 880 (Ind.)	884	8,100	29,470	Nov. 26 Jan. 15	Wages, control of welfare fund~6¢ an hr. increase annually for 3-yrs.; contributory pension plan; jointly administered welfare fund.
Motorways (Ontario) Ltd. orth Bay, Rexdale, other centres, Ont.	Teamsters Loc. 938 (AFL-CIO, CLC)	330	530	530	Jan. 17 Jan. 20	Hiring leased drivers~Return of workers pending further negotiations.
SERVICE INDUSTRIES						
Personal Services						
oyal York Hotel, oronto, Ont.	Hotel Employees Loc. 299 (AFL-CIO, CLC)	500	10,460	157,470	Apr. 24	Wages~

Figures in parentheses indicate the number of workers indirectly affected.

Here's VALUE

A 50% Reduction under This Special GROUP SUBSCRIPTION OFFER

A 12 MONTHS' SUBSCRIPTION

TO THE

LABOUR GAZETTE

For Only **$1.50** Per Subscription

FOR GROUPS OF FIVE OR MORE SUBSCRIBERS

Cut the regular price in half by ordering five or more subscriptions at the same time. This offer is designed so that a union local can subscribe for its members, a company for its foremen and personnel officers, a university class for all students in labour relations, labour law, or labour economics.

▼

A list of names and addresses of subscribers must accompany each order

▼

Send remittance by cheque or postal money order, payable to the Receiver General of Canada, to Circulation Manager, LABOUR GAZETTE, Department of Labour, Ottawa.